

1923
The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

Board of Conciliation and Arbitration
REPORT

OF THE

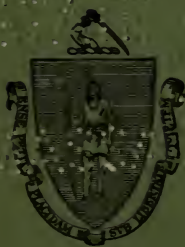
BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1923



OFFICIALS

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION
AND THE DIVISION OF MINIMUM WAGE)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

Office

ROOM 472, STATE HOUSE

3742
1923
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BOARD OF CONCILIATION AND ARBITRATION.

EDWARD FISHER, *Chairman*, HERBERT P. WASGATT, SAMUEL ROSS.

At the beginning of the year there were 41 joint applications for arbitration pending; during the year 527 joint applications were filed, making a total of 568. Five normality petitions were filed and five certificates were granted. Of the arbitration cases, 115 were settled, abandoned or withdrawn, 442 decisions were rendered and 11 are pending. Three petitions were also filed, requesting in two instances the removal of veterans in the public service and in one instance the abolition of the positions held by four veterans.

CONCILIATION.

The Board has been actively engaged during the year in this branch of the service, its agent being repeatedly called upon to visit various sections of the commonwealth. It has investigated and acted as conciliator in 52 cases, a large percentage of which has been adjusted. In all about 530 employers and 64,000 employees were involved. In addition the Board's services have been sought to aid in drafting agreements between employers and employees, under the terms of which provision was made for the avoidance of strikes and lockouts.

Of the many labor controversies which engaged the attention of the Board the following are among those which assumed the most serious magnitude: the strike of telephone operators, that of stationary firemen in the paper industry in Holyoke and the vicinity, and that of the boot and shoe workers in Brockton and the vicinity. A brief statement of these controversies follows.

Telephone Strike. — In the spring the telephone operators in the employ of the New England Telephone & Telegraph Company presented demands through the New England Council of the Telephone Operators' Union for an increase in wages, a reclassification of rates, and also a reduction in the working hours. After several conferences with representatives of the employees the company declined to grant these demands.

Although there was some dissension among the employees, not all joining in these demands, nevertheless when a ballot was taken the vote was in favor of a strike to enforce them. The strike began on June 26, previous to which date the Board tendered its good offices to both parties and endeavored to find a basis of adjusting the differences, but it was apparent that unless at least one of the parties to the controversy was willing to recede from the respective position taken, an adjustment at that time was improbable.

At the time of the strike there were about 12,000 operators employed by this company, and of this number about 4,000 ceased work. In some exchanges there was no cessation of work and, therefore, no interruption of service except on toll lines; in others, the service was somewhat affected; and in still others the service was very seriously affected. The Board continued in its efforts to find a solution of this problem and met with some unusual difficulties by reason of the fact that the strike, being general, extended into other states. On July 14 the Board conferred with a committee of the employees and recommended that the strike be declared off, with the understanding that the Board would use its good offices to procure the reinstatement of as many as possible of the former employees and would take up with the company any grievance or complaint which might later arise. The committee at that time declined to accept the recommendation, but took it under consideration and on July 25 accepted. A number of operators was reinstated at once and a substantial number has since been reinstated. The Board, in accordance with this understanding, has been using, and is continuing to use, its good offices with the company in the matter of reinstatement of employees as opportunity affords, and to adjust such other complaints and grievances as are brought to its attention.

Firemen, Holyoke and the Vicinity. — On July 17 the stationary firemen employed by paper manufacturers in Holyoke and the vicinity struck to enforce their demands for an increase in wages, payment for overtime work on Sunday and to

retain the payment for overtime work on holidays. About 128 firemen were involved. The strike ultimately resulted in the cessation from work of approximately 5,500 employees in this industry.

Upon learning of the controversy the Board immediately communicated with the parties and, through its agent, made an investigation for the purpose of ascertaining the merits of the dispute and endeavored to adjust the difficulty. Numerous conferences were held with the parties and many suggestions of adjustment discussed. Finally under date of September 3 it was agreed by the parties that the firemen should return to work and the differences would be submitted to the agent of the Board as arbitrator. On September 4 the men returned to work. Later the agent of the Board, acting as arbitrator, rendered a decision after hearing the parties.

Shoe Workers, Brockton and the Vicinity. — For many years, under an agreement between the Boot and Shoe Workers' Union and employers with whom they had industrial relations, all differences which the parties were unable to adjust have been arbitrated before this Board. These differences involved mainly questions of wages. During this period the manufacturers and employees in Brockton and the vicinity have been working under this agreement.

Under date of May 10 an award was made by this Board, granting a revision of prices in the department of the dressers and packers, by which some items were increased and no change made in others. The local union with which these employees were connected declined to abide by the decision of the Board and in mass meeting, four days later, decided to go on strike in violation of their agreement. Immediately the charter of this local was revoked by the general officers of the Boot and Shoe Workers' Union.

Two other locals, the heelers and treers, within a few days afterwards also repudiated the agreement and voted to leave their work. Other groups of shoe workers held unauthorized meetings and decided to go out in sympathy. For a period of about ten weeks production was suspended in some plants, although maintained in others below the normal output. Several thousand employees were thereby thrown out of work.

The active group leading the strike formed an independent organization under the name of the Brockton District Shoe Workers' Union. Overtures were made by this group to the employers and a basis of settlement offered, but the manufacturers declined to recognize them, publicly affirming that they would abide by their existing agreement with the Boot and Shoe Workers' Union. At a mass meeting held by this independent organization on July 31, it was voted to declare the strike off and return to work.

ARBITRATION.

The Board during the year rendered decisions upon 442 applications for arbitration, including the 41 applications which were pending at the beginning of the year. Although differences to be arbitrated are presented to the Board under a joint application, the law recognizes under certain conditions the right of either party to a controversy to make application to the Board for a hearing and for advice as to what ought to be done in order to adjust the controversy and also for a written decision. The following matter was presented to the Board for its action under this provision of the law.

The Middlesex & Boston Street Railway Company and Employees. — A controversy arose between employees, members of the Amalgamated Association of Street and Electric Railway Employees of America, and their employer, the Middlesex & Boston Street Railway Company, relative to the reinstatement of one of their members discharged by the company. The employees on March 10 filed an application with the Board requesting in substance that the Board hear the parties and determine what ought to be done or submitted to by either or both to adjust the controversy and also that the Board give a written decision.

On March 30 the Board held a hearing at which both parties were represented. It appeared that under the agreement in effect this difference was one to be submitted to a special board of arbitration; that after the discharge of the employee in question, a special board was established for this purpose, but a dispute arose

as to the specific issues to be arbitrated. The employee in question was the operator of a car which caused a rear-end collision. The company contended that under the agreement the only issue to be arbitrated was whether or not the employee in question was responsible for this collision; and that if he were responsible under the rules of the company, his discharge would follow. The employees contended that they were entitled to arbitrate not only the question of whether or not he was responsible for the accident, but also as to the penalty, if any, he should incur if found to be responsible.

At the hearing the representative of the company contended that the Board had no jurisdiction, the law specifically providing that the Board could act where the controversy was one "not involving questions which may be the subject of an action at law or suit in equity." He contended that the issue presented was one of construction of agreement and, therefore, was a controversy involving a question which might be the subject of an action at law or suit in equity and was for the courts to determine. The Board took the matter under consideration and later requested the opinion of the attorney-general on this question and on May 19 received an opinion that the Board had no jurisdiction. The last paragraph of the opinion is as follows:

"I am therefore of the opinion that the controversy involves a question 'which may be the subject of an action at law or suit in equity,' and that you have no jurisdiction to take any action with respect to the rule itself against the will of the company."

The Board immediately called the parties into conference and informed them of the opinion. Later a strike vote was taken by the employees. The Board was prepared to take this matter up further under another provision of the law before a cessation of work occurred, but the employer brought a bill in equity to restrain the employees from striking in breach of their agreement. After a hearing the court dismissed the bill, thereby sustaining the position of the employees in regard to the construction of the agreement. Later the matter was arbitrated before a special board.

REMOVAL OF VETERANS.

The Board has been called upon during the year to take action under Section 26 of Chapter 31 of the General Laws, under the provisions of which no veteran holding office or employment in the public service of the commonwealth shall be removed or suspended without his consent, except after a full hearing before this Board; and then only upon a written order by the Board. Three petitions were filed with the Board by three different departments of the commonwealth. In two instances the petitions were withdrawn before a hearing, the matter having been adjusted by the parties; on the other petition a hearing was given and after due consideration the Board issued a written order abolishing the positions of two of the employees in question.

A list of the industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, and a list of industries investigated by the Board as a conciliator, with the matters in controversy, are herewith submitted.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

Conciliation.

Industries Affected: Baking, Barber, Building, Candy, Cigar, Clothing, Electrical Supplies, Heating, Leather, Machinery, Metal, Milk, Paper, Razor, Retail Stores, Shoes, Telephone, Textile, Transportation.

Principal Differences: Wages, Conditions, Discharge.

Arbitration.

Industries Affected.

Laundry.
Shoes.

Issues Arbitrated.

Wages.
Wages.
Discharge.

CONCILIATION AND ARBITRATION.
FINANCIAL STATEMENT.

	1923			1924 Estimated
	Appropriations.	Expenditures.	Unexpended Balance.	Expenditures.
Personal services	\$16,000 00	\$14,355 00	\$1,645 00	\$16,000 00
Expenses	5,500 00	4,580 32	919 68	5,000 00
Totals	\$21,500 00	\$18,935 32	\$2,564 68	\$21,000 00

NORMALITY CASES.

Certificates of normality of business were issued to the following-named petitioners: Frank W. Gorse Company, Inc., Needham; Lowell Electrottype Foundry, Lowell; National Equipment Company, Springfield; Parker Shoe Company, Marblehead; Technical Composition Company, Cambridge.

PREFACE.

In order to avoid unnecessary printing and make the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards

In cases where expert assistance is not used the decision is printed in full; the words at the end of each decision, "By the Board," etc., are omitted.

DECISIONS.

WATSON SHOE COMPANY — LYNN.

DECEMBER 1, 1922.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and edgemakers. (181)

The Board awards that the following prices shall be paid by the Watson Shoe Company at Lynn, for the work as there performed:

Women's Goodyear-welt shoes with heels:	Per 12 Pairs.
Edgesetting, two settings	\$0 41
Edgetrimming	41
Jointing	08½

By agreement of the parties, this decision shall take effect as of October 10, 1922.

HÉBERT SHOE COMPANY — STONEHAM.

DECEMBER 6, 1922.

In the matter of the joint application for arbitration of a controversy between the Hébert Shoe Company of Stoneham and employees. (98)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that the following prices shall be paid by the Hébert Shoe Company at Stoneham, for the work as there performed:—

DECISIONS.
CUTTING DEPARTMENT.

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	Vamp.	Foxing.	Per 12 Pairs. Quarter.	Fly.	Tongue.
Cutting by hand (prices based on patent leather; measurement of boots, 6 $\frac{1}{2}$ inches from center of top line of quarter to bottom, 3 inches from heel seam):					
Whole-quarter Polish	\$0 28		\$0 33		
Three-quarter-foxed Polish	40 $\frac{1}{2}$		25		\$0 08
Straight foxed blucher	28	\$0 19	28		
Whole-quarter button	25		33	\$0 08	
Three-quarter-foxed button	40		25	08	
Circular-foxed button	25	15	33		
Whole-quarter oxford	28		25		
Seamless pump	36				
Cushion pump	25		28		
Liberty pump	25		28		
Circular plug	25		28		12
Pattern No. 619, square throat	36				12
Patterns Nos. 624, 628, 632, 633, 634	25		28		12
By the hour, \$0.90.					
Extras:					
				Per 12 Pairs.	
Tuxedo-effect vamp				\$0 03	
Colors:					
Kid					12
Other than kid					06
Matchmarking; per piece, \$0.00 $\frac{1}{2}$					
Notches; per notch, \$0.00 $\frac{1}{2}$					
Slots; per slot, \$0.00 $\frac{1}{2}$					
Pricking holes; per hole, \$0.00 $\frac{1}{16}$.					
Facing shoes					06
Boots over base measurement; per inch					06
Tongues:					
Base price					08
Per inch over base price					03
Square-throat vamp					03
Irregular cuts					03
Lots of 15 pairs or under					06
Tips					08
Long backstays					07 $\frac{1}{2}$
Regular backstays					06
Oxford backstays					05 $\frac{1}{2}$
Combination jobs, full jobs: colored boots; black boots; oxfords; colored vamp and foxing					06
Combination jobs; black, except pump and Regent with straight or Colonial pump as side pattern					06
Leathers other than patent or colored kid					06
Samples:					
Lots of 12 pairs or under; double price.					
Lots of 13 pairs or more; 1 $\frac{1}{2}$ price.					
Broken stock:					
Boot:					
Colors					13 $\frac{1}{2}$
Black					09
Low-cut:					
Colors					11
Black					06
Small skins, under 4 feet; colors or black; seamless, colors or black					06
Small skins, under 3 feet; low-cuts, black					06
Remnants; by the hour.					
Flies; per inch over base price					03
Paris throat effect					03
Fat-ankle tops					06
Cutting by machine; 70 per cent of hand price.					
Trimming department:					
Plain boot:					
Side stays without slot					17
Side stays with holes					18
Plain pump quarter					15 $\frac{1}{2}$
Plain oxford quarter					18
Plain top-stay					06
Waved top-stay					08
Toggles; by the hour.					
No. 578, two-piece quarter					08
No. 394 or No. 145, top facing					12
No. 414, quarter lining					12

Trimming department—*Con.*

Lots of 24 pairs or under; 1½ price.

Nos. 634, 628, 632 or 631 with tongue lining, or strap patterns

Per 12 Pairs.

Nos. 634, 628, 632 or 631 with tongue lining, or strap patterns	\$0 24
Slots	00½
Button-fly lining	08
Button top facing	08
Remnants; by the hour.	
Plug pump quarter lining	18
No. 623 oxford	18
White sheep (new work), extra	02
Ooze splits (new work), extra	02
Tear-off on top facings, extra	02
Tear-off on side facings, extra	02
By the hour, \$0.67.	

Cloth linings:

Polish quarter, 7 inches or under, without holes	08
Polish button, 7 inches or under	09
Polish linings over 7 inches, without holes; per inch	01
Circular-vamp linings:	
Plain wing, without holes	03
Doubblers, plain wing, without holes	02½
Square-throat doublers	03
Split vamp linings, plain wing:	
With notch and slot	05
With notch	04½
Style No. 1, circular-vamp doublers	03
Seamless-vamp doublers	04
Hard drill, extra, 33 per cent.	
Lots of 18 pairs or under, double price.	
Linings put up in half sizes, extra	01
Silk top facings, cut 12-thick	02
Whole oxford lining with slot	05½
Square throat, square corner, extra	01
Blucher quarter linings	05½
Slots, notches or holes	00½
Cloth stays	04½

STITCHING DEPARTMENT.

Skiving:

Oxford, top and lace	04½
Oxford vamp	0315
Oxford tip	018
Wing tip	054
Top of foxing	018
Foxing, all around	054
Seamless pump	045
Polish, top and lace	063
Three-quarter vamp	049
One-strap	108

Closing:

Oxford	03
Pump	03
Polish quarter	04
Polish heel seam	03
Polish side seam	03
Foxing	02

Matchmarking, extra

Matchmarking, extra	01
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Staying:

Oxford	04½
Pump	06
Polish quarter	05
Polish heel seam	05½
Polish side seam	03½
Vamp, side and heel	065
Foxing	03
Patent leather, extra	01

Stamping linings:

Boot	018
Oxford	027

Lining making:

Oxford	108
Seamless pump	126
Never-slip	081
Polish boot	144
Crescent top, Polish	171
Strap shoes, short or long seam; per seam	03
Vamping	05½

	Per 12 Pairs.
Staying linings:	
Low-cut	\$0 027
Web stay	045
Pressing by machine:	
Oxford, top and lace	09
Oxford vamp	06
Oxford tip	03
Polish, top and lace	12
Three-quarter vamp	07
Polish foxing	06
One-strap quarters, all around	16
Pressing by hand, including cementing; $\frac{1}{2}$ more than by machine.	
Perforating:	
Oxford lace row	04
Oxford circular vamp	05
Imitation straight tip	03
Straight tip	03
Top and oval lace row	09
Imitation foxing	045
Wing tip	108
Circular vamp	05
Foxing	072
Pointed tip	072
Three-quarter Polish vamp	063
Polish lace row	067
One-strap quarter, all around close to edge	13
Fancy stitching:	
Top and lace row, Polish	10
Top and lace row, oxford	09
Oxford fronts	05
Blucher foxings	16
Pointed foxings	19
Perforated tips	05
Perforated tops	02
Pointed vamps	12
One row on vamps	25
Pattern No. 658, quarters:	
Suede or ooze	25
Leather	25
Pattern No. 578, quarters	24
Two rows on foxings, single-needle machine	33
One-strap, top and strap, pattern No. 655	23
Saddle on No. 654 or No. 645:	
Single-needle machine	52
Two-needle machine	35
Pattern No. 655, front	11
Wave tip, sport oxford, held on	18
Pattern No. 693:	
Vamp	09
Quarter, top and foxing:	
Single-needle machine	25
Two-needle machine	35
Quarter and up strap	35
Imitation circular foxing	12
Pattern No. 693 $\frac{1}{2}$:	
Quarters, two-needle machine	12
Vamps, two-needle machine	09
Vamps, single-needle machine	16
Pattern No. 32, quarters, two-needle machine	12
Pattern No. 662:	
Quarters	18
Straps	20
Straps and quarters	32
Pattern No. 679, quarters	23
Wave tips	16
Vamps	09
One-strap:	
Two rows, up center	44
One row, up center	18
Three-strap, two rows, up center	52
Pattern No. 676, one row up strap	19
Pattern No. 693 $\frac{1}{2}$:	
Turning French cord	46
Stitching French cord	36
Pattern No. 800, turning French cord	50
Pattern No. 693, galloon-bound	27
Closing-on one-strap	20
Pattern No. 694, stitching apron	80

Fancy stitching — *Con.*

		Per 12 Pairs.
Cut-out stitching:		\$0 25
Pattern No. 645 or No. 654		12
Imitation cross stay		30
Eight-bar sandal, cut-outs		18
Pattern No. 655, cut-outs		
Theo tie:		58
Three cut-outs		40
Two cut-outs		
Vamps:		45
Pattern No. 29		54
Pattern No. 23		55
Pattern No. 53		1 05
Pattern No. 59		62
Pattern No. 56		32
Three tear-drops		
Quarters:		30
Pattern No. 28		84
Pattern No. 22		36
Pattern No. 20		34
Pattern No. 21		54
Pattern No. 57		34
Pattern No. 700½		
Pattern No. 680:		40
Cut-outs with knife		42
Cut-outs without knife		
Backstay stitching:		12
Polish or button boot		06
Pump		06
Oxford		07
Pattern No. 693		
Vamping:		38
Cylinder vamping		25
Circular vamping		32
Blucher vamping		33
One-or two-eyelet tie		24
Plain side seam		36
Pattern No. 658		52
Seamless three-strap		52
Pattern No. 679		24
Pattern No. 693 or No. 693½		
By the hour, \$0.67½		
Top stitching:		21
Polish, pressed, held on		16
Pressed oxford		22½
Pressed waved-top boot		25
Pressed button boot		25
Pressed blucher Polish		16
Corded Polish		16
Corded button boot		18
Corded blucher Polish		18
Blucher oxford		01
Stay, extra		18
Theo tie		30
One-strap		32
Sport oxford		58
Pattern No. 687		64
Pattern No. 658		38
Eight-bar sandal		70
Pattern No. 679		70
Pattern No. 676		70
Seamless three-strap		96
Sally two-strap		40
Four-strap sandal		072
Toeing-up and stitching tongues		
Eyeletting:		045
Oxford		072
Polish		036
Single eyelets		
Making and trimming button-holes on straps; per 100, \$0.22½.		
Sewing on buttons		045
Sewing buttons on anklets, one button		027
Barring		036
Ensign lacing		027

LASTING DEPARTMENT.

Assembling	13½
Pulling-over	15
Toe-pounding	08

Treeing:		Per 12 Pairs.
Black oxford or strap shoe		\$0 16
Brown kid oxford or strap shoe		19
Black boot		22
Patent leather		38
Patent vamp with suede quarter		47
Mahogany side leather		24 $\frac{1}{2}$
Lacing:		
Boot		04 $\frac{1}{2}$
Oxford		03 $\frac{1}{2}$
Buttoning:		
One-button		03 $\frac{1}{2}$
Two-button		04 $\frac{1}{2}$
Three-button		05 $\frac{1}{2}$
Dressing:		
Low-cut		04 $\frac{1}{2}$
Boot		06 $\frac{1}{2}$
Packing.		08

	Stock Room.	Per Week.
Channeling		\$33 50
Rounding		30 00
Channel turning		30 00
Innersole cutting		30 00
Tap laying		25 00
Shanking-out, moulding or feather-edging		30 00

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

DECEMBER 7, 1922.

In the matter of the joint applications for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and lasters. (149)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed:

Medallion tips (one-half to the puller-over by hand, one-half to the operator); extra, \$0.30 per 36 pairs.
Lots of six pairs or under; no change.

By agreement of the parties this decision shall take effect as of September 13, 1922.

DECEMBER 7, 1922.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and lasters. (192, 193)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed:

	Per 36 Pairs.
Pulling-over by machine, shoes with medallion toes; extra	\$0 09
Counters tacked separately by lasting-machine operator; no change	09

By agreement of the parties the decision on the first item shall take effect as of September 21, 1922.

E. E. TAYLOR COMPANY — BROCKTON.

DECEMBER 14, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and stitchers. (154)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

Stitching long outside backstay, one-needle machine:	Per 24 Pairs.
Bal. or button	\$0 18
Whole-quarter blucher or bal.	24
Stitching long outside backstay, two-needle machine:	
Bal. or button	21
Whole-quarter blucher or bal.	27
Stitching eyelet row, one row, one-needle machine; patterns Nos. 37, 38, 78 or 98	10575

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and solefasteners. (189)

The Board awards that there shall be no change in the prices paid by the Joseph F. Corcoran Shoe Company at Brockton for Goodyear welting, roughrounding and Goodyear stitching, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and solefasteners. (190)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company in Factory C in Brockton for Goodyear welting, roughrounding and Goodyear stitching, as the work is there performed.

STONE, TARLOW COMPANY, INC. — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint applications for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and solefasteners. (191)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs.
Goodyear welting	\$0 594
Roughrounding	288
Goodyear stitching:	
White or surface stitch	702
Fudge stitch	63

KILLORY-MORIARTY COMPANY — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and lasters. (153)

The Board awards that the following prices shall be paid by Killory-Moriarty Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Assembling:	
Vulco box	No change \$0 40104
Sole-leather box, extra	08
Pulling-over by machine	No change 34164
Tacking innersoles by hand	No change 135
Side-lasting by hand	No change 60066
Operating No. 5 machine:	
Russet, high toes	1 15
Russet, low toes	1 00
Black, high toes	1 10
Black, low toes	95
Patent leather, high toes	1 31
Patent leather, low toes	1 17
Samples, 1½ price.	

MERRILL, PORTER & CO. — LYNN.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and skivers. (5)

The Board awards that the following prices shall be paid by Merrill, Porter & Co. at Lynn, for the work as there performed:

Skiving:										Per 36 Pairs.
Faust quarters	.	.	.	.	.	.	.	.	.	\$0 18
Faust vamps	.	.	.	.	.	.	.	.	.	27

By agreement of the parties this decision shall take effect from the date of beginning the work in question.

GROUND GRIPPER SHOE COMPANY, INC. — LYNN.

DECEMBER 28, 1922.

In the matter of the joint application for arbitration of a controversy between the Ground Gripper Shoe Company, Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and Goodyear operators. (180)

The Board awards that the following prices shall be paid by the Ground Gripper Shoe Company, Inc., at Lynn, for the work as there performed:

Goodyear stitching (leather soles):

Men's:										Per 100 Pairs.
Two rows in the shank, tap or single soles	.	.	.	.	.	.	.	.	.	\$6 50
Two rows in the shank, tap soles with rawhide tap	.	.	.	.	.	.	.	.	.	7 00
Women's, single row:										
Last style No. 15, Ground Gripper modified	.	.	.	.	.	.	.	.	.	3 30
Lasts style No. 97 or No. 98	.	.	.	.	.	.	.	.	.	3 00
Women's Ground Gripper, two rows in the shank	.	.	.	.	.	.	.	.	.	6 00
The above prices apply to 9 stitches or less to the inch, each additional two stitches to the inch or fraction thereof to be paid for on the basis of \$0.30 per 100 pairs.										

By agreement of the parties this decision shall take effect as of October 10, 1922.

C. H. ALDEN COMPANY — ABINGTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and sole-leather workers. (138)

The Board awards that there shall be no change in the prices paid by C. H. Alden Company at Abington for the items of work submitted, as there performed, except as follows:

Rounding innersoles or outersoles; \$24.62 per week.
Channeling innersoles; \$0.054 per 12 pairs.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and employees. (139)

The Board awards that there shall be no change in the prices paid by C. H. Alden Company at Abington for the items of work submitted in the sole-fastening and edgemaking departments, as there performed.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and vampers. (140)

The Board awards that price and one-half shall be paid by the C. H. Alden Company at Abington for vamping lots of six pairs or under.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and finishers. (141)

The Board awards that the following prices shall be paid by C. H. Alden Company, at Abington, for the work as there performed:

	Per 12 Pairs.	
	Men's.	Boys'.
Scouring breast of heel, one paper	\$0 0216	\$0 0182
Scouring heels, three papers, wet once:		
Leather	116	0925
Rubber	13	
Scouring top-piece	0474	0396
Scouring bottom, Naumkeag machine	128	1015
Blacking heel edge and rand	018	0143
Blacking or staining top-piece	0143	0143
Waxing, brushing, padding and heelkeying, Harlow machine	095	077
Gumming bottom, not wet:		
Full bottom	07	06
Full bottom and top-piece	085	0697
Rolling and polishing top-piece and cleaning slugs	036	036
Polishing whole bottom on brush	05	0396
Smoothing bottom	0645	046

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and dressers and packers. (142)

The Board awards that the following prices shall be paid by C. H. Alden Company at Abington, for the work as there performed:

	Per Week of 48 Hours.	
Feeling for and cutting tacks		\$16 20
Putting in heel pods		16 20
Stamping	No change	17 71
Lacing and cleaning linings		16 20
Dressing and staining	No change	17 71
Soft-shoe, patent-leather or russet repairing:		
Experienced employees		21 60
Apprentices, first six months		17 28
Apprentices, second six months		19 44
Packing shoes in cartons	No change	17 71
Brushing heels and edges		17 71
Stenciling		17 71
Creasing vamps		17 71
	Per 12 Pairs.	
Lacing and cleaning linings	No change	\$0 0392
Feeling for and cutting tacks		0292
Inserting heel pods	No change	0261

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and heelshavers. (150)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton in Factories Nos. 1 and 3, for the work as there performed:

Heel-shaving and randing around heelseats on shoes with rolled, half rolled, quarter rolled, gable, duo or extension edges:

 Leather, 1½ price.

 Rubber, 1½ price.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (194)

The Board awards that there shall be no change in the prices paid by the Joseph F. Corcoran Shoe Company at Brockton for edgetrimming and edgsetting (one setting), as the work is there performed.

WALL, DOYLE & DALY, INC. — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (195)

The Board awards that there shall be no change in the prices paid by Wall, Doyle & Daly, Inc., at Brockton for edgetrimming and edgsetting (one setting and two settings), as the work is there performed.

CONRAD SHOE COMPANY — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between the Conrad Shoe Company of Brockton and edgemakers. (196)

The Board awards that the following prices shall be paid by the Conrad Shoe Company at Brockton, for the work as there performed:

Trimming or setting edges:	Per 24 Pairs.
"A" bevel edge (gable), heel to heel	\$0 738
"A" bevel edge all around, including heel	1 107
"B" or "E" bevel edge, heel to heel	738
Rolled edge:	
Forepart	738
Heel	369

GREGORY & READ COMPANY — LYNN.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (12)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board decides that there is no established price in the factory of Gregory & Read Company at Lynn for pressing French cord on the new Peerless French-cord pressing machine.

P. J. HARNEY SHOE COMPANY — LYNN.

JANUARY 4, 1923.

In the matter of the joint application for arbitration of a controversy between P. J. Harney Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (11)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.05½ per pair shall be paid by P. J. Harney Shoe Company at Lynn for vamping, pattern No. 62-A, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

W. F. HOOLEY SHOE COMPANY — LYNN.

JANUARY 4, 1923.

In the matter of the joint application for arbitration of a controversy between W. F. Hooley Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (1)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$2.65 per 36 pairs shall be paid by W. F. Hooley Shoe Company at Lynn for stitching Wishbone pump, pattern No. 1603, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

JANUARY 4, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (3)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$1.20 per 36 pairs shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for vamping boots or oxfords on cylinder machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of September 15, 1922.

CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, FIELD & FLINT COMPANY, GEORGE E. KEITH COMPANY, E. E. TAYLOR COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, Diamond Shoe Company, Field & Flint Company, George E. Keith Company and E. E. Taylor Company, shoe manufacturers of Brockton, and rand-tackers. (185)

The Board awards that the following prices shall be paid by Churchill & Alden Company, Diamond Shoe Company, Field & Flint Company, George E. Keith Company and E. E. Taylor Company at Brockton, for the work as there performed:

Tacking rands:

Per week of 48 hours; no change, \$19.87.

Per 100 pairs, \$0.18.

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and skivers. (186)

The Board awards that there shall be no change in the price of \$16.65 per week paid by the George E. Keith Company at Brockton in the celastic department for skiving celastic or fiber counters on the Pluma machine, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and skivers in Factory C. (187)

The Board awards that there shall be no change in the price of \$18 per week paid by the Diamond Shoe Company at Brockton in Factory C for skiving on the Monarch machine, as the work is there performed.

FIELD & FLINT COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and cementers. (188)

The Board awards that \$16 per week shall be paid by Field & Flint Company at Brockton for cementing and placing rubber heels on bases, as the work is there performed.

BUCKLEY SHOE COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and edgemakers. (8)

The Board awards that there shall be no change in the prices paid by the Buckley Shoe Company at Brockton for edgetrimming and edgesetting (two settings) Ground Gripper shoes, as the work is there performed.

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and employees. (9)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Box-toe casing and tag-grading:										Per Week.
First three months	.	.	.	.	.	.	.	.	.	\$13 50
Thereafter	.	.	.	.	.	.	.	.	.	16 20

BENDER SHOE COMPANY — LYNN.

JANUARY 16, 1923.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and heel-shavers. (17)

The Board awards that price and one-half shall be paid by the Bender Shoe Company at Lynn for shaving the heels of shoes stitched around the heels, as the work is there performed.

By agreement of the parties this decision shall take effect as of November 20, 1922.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT & SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

JANUARY 18, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company (Factory No. 1), Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston Factory), Condon Brothers Company, Diamond Shoe Company (Montello Factory, Factory C), W. L. Douglas Shoe Company (Factories Nos. 1, 2 and 5), Charles A. Eaton Company, Field & Flint Company, George E. Keith Company (Factories

Nos. 1, 3 and 11), Preston B. Keith Shoe Company, C. S. Marshall Company, M. A. Packard Company, E. E. Taylor Company, Thompson Brothers Shoe Company, of Brockton, and treers. (155-169)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the treeing department, as there performed.

HUCKINS & TEMPLE, INC. — MILFORD.

JANUARY 18, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and lasters. (16)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

Operating No. 5 bed machine:	Per 12 Pairs.
High toes	\$0 57
Low toes	46
The Banker and Freak lasts are classified as low-toed.	
Extras:	
Cushion innersoles	06
Whole cloth or paper covers	025
Short covers	025
Perforated tips or vamps	04
Leather linings, no extra.	
Patent tips or quarters, no extra.	
Samples, no change.	

JANUARY 18, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and Goodyear stitchers. (19)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford for the work as there performed:

Goodyear stitching:	Per 12 Pairs.
One row around heel, one row from heel to heel	\$0 70
Two rows from heel to heel	60

JANUARY 18, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and edgemakers. (20)

The Board awards that \$0.45 per 12 pairs shall be paid by Huckins & Temple, Inc., at Milford for trimming or setting gable, rolled, round or beveled edges, around forepart and heel, as the work is there performed.

By the Board,
EDWARD FISHER,
Chairman.

GREGORY & READ COMPANY — LYNN.

JANUARY 23, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and levelers. (4)

The Board awards that no extra price shall be paid by Gregory & Read Company at Lynn for leveling shoes with single soles, as the work is there performed.

BANCROFT WALKER COMPANY — BOSTON.

JANUARY 25, 1923.

In the matter of the joint application for arbitrations of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and lasters, etc. (6)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

	Per 12 Pairs.
Assembling	\$0 18
Pulling over:	
Plain toes	135
Plain toes with leather box	145
Tipped shoes	15
Tipped shoes with leather box	165
Operating No. 6 machine:	
Regular work	38
Regular work with leather counter	40
Patent leather	41
Patent leather with leather counter	43
Beaded vamp toes; extra	027
Treeing; per week, \$35.	

By agreement of the parties this decision shall take effect as of November 16, 1922.

A. J. BATES COMPANY — WEBSTER.

JANUARY 25, 1923.

In the matter of the joint applications for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and lasters, etc. (183, 184)

The Board awards that the following prices shall be paid by A. J. Bates Company at Webster, for the work as there performed:

	Per Week of 48 Hours.
Outsole cutting	\$30 00
Cobblers in the lasting and making rooms:	
First-class	27 00
Second-class	22 00
Crowners in the lasting and making rooms	25 00
Operating No. 5 machine:	
Plain-toed:	Per 12 Pairs.
Dull leather	\$0 36
Colored	39
Patent	415
Low-toed with box:	
Dull leather	405
Colored	435
Patent	46
Medium-toed with box:	
Dull leather	445
Colored	475
Patent	50
High-toed with box:	
Dull leather	52
Colored	55
Patent	575

BROPHY BROTHERS SHOE COMPANY — LYNN.

JANUARY 25, 1923.

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (23)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.00 $\frac{1}{4}$ per pair shall be paid by Brophy Brothers Shoe Company at

Lynn for the interference of tongue in stitching the gored pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. S. MARSHALL COMPANY — BROCKTON.

JANUARY 30, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and edgemakers. (13)

The Board awards that \$0.738 per 24 pairs shall be paid by C. S. Marshall Company at Brockton for edgeseeting (two settings) on regular work, as there performed.

LEWIS A. CROSSETT COMPANY — ABINGTON.

FEBRUARY 1, 1923.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and employees. (21)

The Board awards that \$20 per week of 48 hours shall be paid by Lewis A. Crossett Company at Abington for crowning and fixing joints in the making department, as the work is there performed.

M. A. PACKARD COMPANY — BROCKTON.

FEBRUARY 15, 1923.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and edgemakers. (24)

The Board awards that \$0.99 per 24 pairs shall be paid by M. A. Packard Company at Brockton for setting the edges of shoes with gable edges, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and edgemakers. (27)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton in the Montello Factory for edgetrimming and edgeseeting (two settings), regular work, as there performed.

GREGORY & READ COMPANY — LYNN.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and McKay-sewers. (22)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that there shall be no change in the price paid by Gregory & Read Company at Lynn for sewing a skating shoe, as the work is there performed; namely, \$0.63 per 36 pairs.

A. FISHER & SON — LYNN.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, member of the Lynn Shoe Manufacturers' Association, Inc., and McKay-sewers. (151)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.45 per 36 pairs shall be paid by A. Fisher & Son at Lynn for sewing shoes made on last No. 453, as the work is there performed.

By agreement of the parties this decision shall take effect as of December 18, 1922.

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and McKay-sewers. (144)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that no extra price shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for sewing covered shoes or for sewing heelseats, as the work is there performed.

WALL, DOYLE & DALY, INC. — BROCKTON.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and finishers. (15)

The Board awards that \$0.17 per 24 pairs shall be paid by Wall, Doyle & Daly, Inc., at Brockton for waxing, padding and heelkeying, leather heels, on the Expedite machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of November 20, 1922.

CENTRAL SHOE COMPANY — BOSTON.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between the Central Shoe Company of Boston and employees. (29)

The Board awards that there shall be no change in the prices paid by the Central Shoe Company in Boston for the work performed upon shoes made on last No. 70, except as follows: —

Cutting department:										Per Pair.
Short wing tip, extra	.	.	.	.	.	.	.	.	.	\$0 01 $\frac{3}{4}$
Long wing tip, extra	.	.	.	.	.	.	.	.	.	02 $\frac{3}{4}$
Per hour, \$0.93 $\frac{3}{4}$.										
Making department:										Per 36 Pairs.
Heeling	.	.	.	.	.	.	.	.	.	\$0 56
Shaving	.	.	.	.	.	.	.	.	.	33
Scouring	.	.	.	.	.	.	.	.	.	33
Breasting	.	.	.	.	.	.	.	.	.	13
Boning inside shank	.	.	.	.	.	.	.	.	.	07 $\frac{1}{2}$
Wheeling edges	.	.	.	.	.	.	.	.	.	13 $\frac{1}{2}$
Heel-finishing	.	.	.	.	.	.	.	.	.	33
Buffing	.	.	.	.	.	.	.	.	.	39

This decision shall take effect as of January 10, 1923.

DIAMOND SHOE COMPANY — BROCKTON.

MARCH 8, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (25)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed: —

Vamping, women's shoes; patterns Nos. 826, 827 and 828½:	Per 24 Pairs.
One-needle machine, two rows	\$0 8136
Two-needle machine, two rows	63

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

CHARLES A. EATON COMPANY — BROCKTON.

MARCH 8, 1923.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vamps. (26)

The Board awards that \$0.0784 per 24 pairs more than the price for vamping regular bluchers shall be paid by Charles A. Eaton Company at Brockton for vamping bluchers with Crawford shanks (one-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of January 1, 1923.

WALL, DOYLE & DALY, INC. — BROCKTON.

MARCH 8, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vamps. (28)

The Board awards that \$0.0782 per 24 pairs more than the price for vamping on the close-row machine shall be paid by Wall, Doyle & Daly, Inc., at Brockton for vamping on the two-needle, space-row machine, as the work is there performed.

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

T. D. BARRY COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and employees. (117, 158)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Beating welts; no change	\$0 07434
Filling bottoms	0726
Nailing heelseats, leather or rubber soles	07

BROCKTON SHOE MANUFACTURING COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between the Brockton Shoe Manufacturing Company of Brockton and employees. (118, 161)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the

conditions under which the work is performed, the Board awards that the following prices shall be paid by the Brockton Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Tacking shanks	0585
Filling bottoms	0653
Beating welts	0653

CHURCHILL & ALDEN COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and employees. (119, 163)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

Farnum Factory:	Per 24 Pairs.
Nailing heelseats	\$0 07
Ralston Factory:	
Nailing heelseats	07
Filling bottoms	0726
Trimming heelseats; no change	0522

CONDON BROTHERS COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and employees. (120, 162)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Condon Brothers Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Turning up channels	05
Cementing and turning down channels; no change	0945

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and employees. (121, 164)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Turning up channels	045

DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, C. S. MARSHALL COMPANY, BION F. REYNOLDS COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between the Diamond Shoe Company (Factory 2, Factory C.), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2, 3, 11), Killory-Moriarty Company, A. E. Little Company, C. S. Marshall Company, Bion F. Reynolds Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and heelseat-nailers. (122, 124-128, 130, 131, 133, 135, 140, 141)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that \$0.07 per 24 pairs shall be paid by the above-named employers at Brockton for nailing heel-seats, as the work is there performed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and employees. (123, 165)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that \$0.07 per 24 pairs shall be paid by W. L. Douglas Shoe Company at Brockton for nailing heelseats, as the work is performed in Factories Nos. 1, 2, 3, and 5.

The Board also awards that there shall be no change in the prices paid per week for the various items of work submitted.

A. FREEDMAN & SONS, INC. — BROCKTON.

MARCH 20, 1923.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees. (166)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Trimming heelseats	\$0 07
	045

PRESTON B. KEITH SHOE COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and employees. (129, 168)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Second wheeling or burnishing	\$0 07
	07

CHARLES E. LYNCH SHOE MANUFACTURING COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company of Brockton and employees. (132, 169)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

[illegible]

M. A. PACKARD COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and employees. (134, 171)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by M. A. Packard Company of Brockton, for the work as there performed:

[illegible]

LUKE W. REYNOLDS COMPANY—BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and employees. (136, 172)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Luke W. Reynolds Company at Brockton, for the work as there performed:

[illegible]

STONE, TARLOW COMPANY, INC.—BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and employees. (137, 174)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Beating welts	\$0 07
Shanking (one operation)	0653
Filling bottoms	0585
	0653

E. E. TAYLOR COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and employees. (138, 175)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Turning up channels; no change	0522
Second wheeling or burnishing	0653

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and employees. (139, 176)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Beating welts	0784
Shanking; no change	0784
Filling bottoms; no change	0784
Trimming heelseats	058
Turning up channels	045

C. B. SLATER COMPANY — BRAINTREE.

MARCH 28, 1923.

In the matter of the joint applications for arbitration of a controversy between C. B. Slater Company, shoe manufacturer of Braintree, and vampers and treers. (148, 149)

The Board awards that the following prices shall be paid by C. B. Slater Company at Braintree, for the work as there performed:

	Per 12 Pairs.
Vamping:	
Southern ties	\$0 60
Overlap vamping, front of gaiter; first row	30
Treering:	
Cleaning white shoes	\$0 05
Cleaning colored buck or combination shoes	07
Cutting covers	01½

DIAMOND SHOE COMPANY — BROCKTON.

MARCH 29, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and lasters in Factory No. 3. (14)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton in Factory No. 3, for the items of work submitted in the lasting department, except as follows:

Assembling by hand	\$0 41
Side-lasting by machine, including spindling; ball and counter pulled by hand	43
Side-lasting by hand	70
Pulling-over by machine	38

TRIO MANUFACTURING COMPANY — LYNN.

APRIL 3, 1923.

In the matter of the joint application for arbitration of a controversy between the Trio Shoe Manufacturing Company of Lynn and wood-heelers. (218)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that the following prices shall be paid by the Trio Shoe Manufacturing Company at Lynn, for the work as there performed:

Wood-heeling:	Per Pair.
Patent leather	\$0 25
Other leathers	23

By agreement of the parties this decision shall take effect as of November 3, 1922.

WALL, STREETER & DOYLE COMPANY — NORTH ADAMS.

APRIL 5, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Streeter & Doyle Company, shoe manufacturer of North Adams, and employees. (154)

The Board awards that the following prices shall be paid by Wall, Streeter & Doyle Company at North Adams, for the work as there performed:

Scouring:	Per 12 Pairs.
Breasts; no change	\$0 0314
Heels, first scouring; no change	055
Heels, second scouring; no change	0471
Rubber heels, first and second scouring; no change	1121
Blacking heels; no change	0314
Brushing soles; no change	015
Finishing heels, Expedite machine; no change	0786
Naumkeaging shanks	05
Scouring:	
Bottoms, forepart and heel	10
Heels	035
Bottoms	07
Gumming:	
Bottoms	035
Shanks	02
Cutting in shanks; no change	0235
Blacking:	
Shanks and top pieces; no change	0314
Bottoms; no change	0393
Top pieces	02
Staining foreparts; no change	0314
Polishing:	
Foreparts	035
Shanks	035
Top pieces	02
Blacking bottoms	08
Wheeling shanks; no change	0314
Pulling lasts; no change	0471
Stamping (each stamp)	0175
Treeing:	
Gun metal	24
Tan vici kid or viscol leather	44
Tan calf or side leather	44
Patent leather	38½

DECISIONS.

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	Per 12 Pairs.
Finishing:	
Bottoms	\$0 10
Bottoms, rubber heels	065
Heels; no change	0314
Bleaching soles; no change	0314
	Per Week.
Russia repairing; no change	\$20 00
Brushing	15 00
Packing	16 50
Heel-piecing; no change	15 00
Tack-cutting	15 00
Lacing	15 00
Dressing	16 50
Floor boy; no change	12 00
Stamping bottoms	16 50

WEBER BROTHERS SHOE COMPANY — NORTH ADAMS.

APRIL 5, 1923.

In the matter of the joint application for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and employees. (143)

The Board awards that the following prices shall be paid by Weber Brothers Shoe Company at North Adams, for the work as there performed:

	Per 12 Pairs.
Slugging and pegging heels	\$0 05
Shaving heels:	
Regular work	07
Rolled, gable, stitched around heel, samples or one-pair lots	10½
Trimming edges:	
Regular work	27
Around the heel	40½
Samples: 1-, 2- or 3-pair lots; 1½ price.	
Trimming seams; no change	0495
Rounding; no change	1274
Trimming toes; no change	0284
Setting edges:	
Regular work	27
Around the heel	40½
Welting:	
Regular work; no change	2265
Samples, imitation cork welt	40
First and second tack-pulling; no change	0566
	Per Week.
Breasting or shaving heels	\$27 00
Jointing by machine; no change	18 00
Cobbling, hand stitching; no change	28 00
Cementing and turning up channels; no change	18 00
Turning down channels and wheeling; no change	20 00
Shanking; no change	15 00
Cementing soles; no change	15 00
Wheeling	18 00
Laying doublers and tacking heel pieces; no change	18 00

GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 5, 1923.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and edgemakers, stitchers, solefasteners and vampers. (145-147, 153)

The Board awards that, under the terms of the existing agreement, the George E. Keith Company of Brockton is entitled to a revision of the selling prices to the trade, as follows: White-tag grade, \$5.44 or less; blue-tag grade, \$5.45 to \$6.35; pink-tag grade, \$6.36 or more.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and solefasteners. (257)

The Board awards that there shall be no change in the prices paid by Joseph F. Corcoran Shoe Company at Brockton for Goodyear welting, Goodyear stitching and roughrounding, as the work is there performed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and roughrounders. (178)

The Board awards that there shall be no change in the price paid by W. L. Douglas Shoe Company in Factory No. 2 at Brockton for roughrounding; namely, \$0.27 per 24 pairs, as the work is there performed.

HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between Howard & Foster Company and George E. Keith Company, shoe manufacturers of Brockton, and Goodyear welters. (258, 259)

The Board awards that \$0.644 per 24 pairs shall be paid by Howard & Foster Company and George E. Keith Company (Factory No. 11) at Brockton for Good-year-welting shoes with shoulder innersoles, as the work is there performed.

T. D. BARRY COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, LUKE W. REYNOLDS COMPANY, STONE, TARLOW, INC., THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY OF BROCKTON — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company, W. L. Douglas Shoe Company (Grades 1 and 2, men's shoes), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2, 3, 11), Preston B. Keith Shoe Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Luke W. Reynolds Company, Stone, Tarlow, Inc., Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and lasters. (84, 86-91, 93-99, 101-103, 105, 106, 108-110)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

Assembling:	Per 24 Pairs.
By hand, shellac box	\$0 49
By machine, shellac box; no change	4271
By hand, vulco box	415
By machine, vulco box; no change	3488
Side lasting:	
By hand	72
By machine	34
By machine including pulling ball and counter by hand	44
Tacking innersoles; no change:	
Tacking and trimming by hand	1352
Tacking by machine and trimming by hand	1093
Tacking and trimming by machine	1025
Pulling by machine; no change:	
Shellac box	3751
Vulco box	414
	Per Week.
Pulling by machine	\$31 20
Pulling by hand	28 80
Operating bed machine	31 20
Operating consolidated Hand-method machine	31 20
Cobbling	28 80
Other day work	28 80

BROCKTON CO-OPERATIVE BOOT & SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, of Brockton, and lasters. (85)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

Assembling and side lasting:	Per Pair.
Without box	\$0 0588
With box	065
Blue-tag grade, without box	0666
Blue-tag grade, with box	0711
Tacking innersoles; no change:	Per 24 Pairs.
Tacking and trimming by hand	\$0 1352
Tacking by machine and trimming by hand	1093
Tacking and trimming by machine	1025
Pulling by machine; no change:	
Shellac box	3751
Vulco box	414
	Per Week.
Pulling by machine	\$31 20
Pulling by hand	28 80
Operating bed machine	31 20
Operating consolidated Hand-method machine	31 20
Cobbling	28 80
Other day work	28 80

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company, of Brockton, and lasters. (92)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed upon women's shoes:

Assembling and side lasting by hand:	Per 24 Pairs.
Grade 1	\$1 1664
Grade 2	1 1142
Grade 3	1 088

30 CONCILIATION AND ARBITRATION.		
Tacking innersoles; no change:		Per 24 Pairs.
Tacking and trimming by hand		\$0 1352
Tacking by machine and trimming by hand		1093
Tacking and trimming by machine		1025
Pulling by machine; no change:		
Shellac box		3751
Vulco box		414
		Per Week.
Pulling by machine		\$31 20
Pulling by hand		28 80
Operating bed machine		31 20
Operating consolidated Hand-method machine		31 20
Cobbling		28 80
Other day work		28 80

A. E. LITTLE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and lasters. (100)

The Board awards that the following prices shall be paid by A. E. Little Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Assembling by hand, all leathers	\$0 60
Side lasting by hand	99
Tacking innersoles; no change:	
Tacking and trimming by hand	1352
Tacking by machine and trimming by hand	1093
Tacking and trimming by machine	1025
Pulling by machine; no change:	
Shellac box	3751
Vulco box	414
	Per Week.
Pulling by machine	\$31 20
Pulling by hand	28 80
Operating bed machine	31 20
Operating consolidated Hand-method machine	31 20
Cobbling	28 80
Other day work	28 80

BION F. REYNOLDS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds Company, shoe manufacturer of Brockton, and lasters. (104)

The Board awards that there shall be no change in the prices paid by Bion F. Reynolds Company at Brockton for the items of work submitted in the lasting department, except as follows:

	Per Week.
Pulling by hand	\$28 80
Cobbling	28 80
Other day work	28 80

E. E. TAYLOR COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and lasters. (107)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Tacking innersoles by machine; no change	\$0 0801
Assembling by hand, vulco box:	
Regular work	33
Russia leather	494
Patent leather	494

Pulling-over; no change:	
Low toes:	Per 24 Pairs.
Regular work	\$0 2704
Russia leather	3226
Patent leather	3488
Extras:	
High toes	0713
Vulco box	0392
Side lasting by hand	72
	Per Week.
Pulling by machine	\$31 20
Pulling by hand	28 80
Operating bed machine	31 20
Operating consolidated Hand-method machine	31 20
Cobbling	28 80
Other day work	28 80

EMERSON SHOE COMPANY — ROCKLAND.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between the Emerson Shoe Company, of Rockland, and lasters. (212, 213)

The Board awards that the following price shall be paid by the Emerson Shoe Company to its employees at Rockland for the work as there performed:—

Lasting sides by machine, white-tag grade	Per 24 Pairs. \$0 41
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By agreement of the parties this decision shall take effect as of the date of beginning the lasting by machine.

The Board also awards that there shall be no change in the prices paid in the lasting department for the white-tag grade.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston Factory), Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company, (Factories A, C), W. L. Douglas Shoe Company (Factories Nos. 1, 3, 5), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 3, 11), Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, Brockton, and treers. (177)

The Board awards that \$0.62½ per hour shall be paid by the above-named employers in Brockton for treeing.

T. D. BARRY COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and vampsers. (60)

The Board awards that the following prices shall be paid by T. D. Barry Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Third row, halfway around (one-needle machine)	\$0 2808
Heel row (one-needle machine)	1306
Extra row, regular long or circular vamps (two-needle machine)	35856
Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, of Brockton, and vampsers. (61)

The Board awards that there shall be no change in the prices paid by the Brockton Co-operative Boot and Shoe Company at Brockton for the items of work submitted, except as follows:

Vamping:	
Wing tips where presser roll passes over tip; extra per 24 pairs, \$0.072.	
1-, 2- or 3-pair lots, 1½ price.	

BUCKLEY SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company, of Brockton, and vampsers. (62)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Right and left tongues to be barred or paid for as holding in tongues, extra	0522

CHURCHILL & ALDEN COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and vampsers. (63, 155)

The Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Extra row (one-needle machine)	\$0 2803
Norwegian or Scotch grain, no extra.	
Holding in center stay, women's shoes; no change	0261
Blind rows stitched close to vamping rows, extra	10

CONDON BROTHERS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and vampers. (64)

The Board awards that there shall be no change in the prices paid by Condon Brothers Company at Brockton for the items of work submitted, except as follows:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
1-, 2- or 3-pair lots, 1½ price.	

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company, of Brockton, and vampers. (65)

The Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in tongue and stay, no change	0792

DIAMOND SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company and vampers. (66)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Regular long vamps (one-needle machine):	
AA grade	\$1 01
Other grades	909
Wing tips where presser roll passes over tip; extra	072
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company, of Brockton, and vampers. (67)

The Board awards that there shall be no change in the prices paid by W. L. Douglas Shoe Company at Brockton for the items of work submitted as performed on women's shoes, white-tag grade. The Board also awards the following:

Vamping (men's or women's shoes):	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

CHARLES A. EATON COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vampsers. (68)

The Board awards that the following prices shall be paid by Charles A. Eaton Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Seamless blucher, two rows (one-needle machine)	\$1 35
Blucher, two close rows (one-needle machine)	8731
Heel row (one-needle machine)	13068
Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Right and left tongues to be barred or paid for as holding in tongues; extra	0522

FIELD & FLINT COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and vampsers. (69)

The Board awards that the following prices shall be paid by Field & Flint Company in Factory B at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Men's shoes:	
Bluchers (one-needle machine):	
Two close rows, Grades B, C, D and E	\$0 864
Two space rows, Grades X-AA and A	864
Men's or women's shoes:	
Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

GIVREN, BLUNT SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company, of Brockton, and vampsers. (70)

The Board awards that there shall be no change in the prices paid by Givren, Blunt Shoe Company at Brockton for the items of work submitted, except as follows:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampsers. (71, 156)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Blue-Tag Grade.	Per 24 Pairs. Pink-Tag Grade.	White-Tag Grade.
Vamping (men's shoes):			
Regular circular vamp, two rows; one-needle machine .	\$0 6992		\$0 6602
Regular circular vamp, two rows; two-needle machine .			5412
Extra rows:			
Regular circular vamp; one-needle machine . . .	3063	\$0 3063	2803
Regular circular vamp; two-needle machine . . .	3585	3585	3585
Regular long vamp (one-needle machine) . . .	3063	3063	2803
Aero quarter oxford, No. 12 quarter (two-needle machine) . . .	414		414
Seamless Club oxford (two-needle machine), \$0.45.			
Vamping:			
Women's shoes (all grades):			
Extra rows:			Per 24 Pairs.
Regular long vamp (one-needle machine) . . .			\$0 3063
Regular circular vamp (one-needle machine) . . .			2803
Regular long vamp (two-needle machine) . . .			3585
Regular circular vamp (two-needle machine) . . .			3585
Men's or women's shoes:			
Wing tips where presser roll passes over tip; extra . . .			072
Raised throats, extra . . .			09
Norwegian or Scotch grain, no extra.			
1-, 2- or 3-pair lots, 1½ price.			
Combination cases, no extra.			
Blind rows stitched close to vamping rows, extra . . .			10

PRESTON B. KEITH SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company, of Brockton, and vampers. (72)

The Board awards that the following prices shall be paid by Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Vamping:	
Extra row on long or circular vamp (two-needle machine) . . .	\$0 3585
Wing tips where presser roll passes over tip; extra . . .	072
Raised throats, extra . . .	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in center stay, women's shoes; no change . . .	0261

KILLORY-MORIARTY COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and vampers. (73)

The Board awards that there shall be no change in the prices paid by Killory-Moriarty Company at Brockton for the items of work submitted, except as follows:

	Per 24 Pairs.
Vamping:	
Wing tips where presser roll passes over tip; extra . . .	\$0 072
Raised throats, extra . . .	09
1-, 2- or 3-pair lots, 1½ price.	

A. E. LITTLE COMPANY, STACY-ADAMS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between A. E. Little Company and Stacy-Adams Company, shoe manufacturers of Brockton, and vampers. (74, 78)

The Board awards that the following prices shall be paid by A. E. Little Company and Stacy-Adams Company at Brockton, for the work as there performed:

Vamping:

Per 24 Pairs.

Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Combination cases, no extra.	

C. S. MARSHALL COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampers. (75)

The Board awards that the following prices shall be paid by C. S. Marshall Company at Brockton, for the work as there performed:

Vamping:

Extra row:	Per 24 Pairs.
Half way or all around (one-needle machine)	\$0 2802
Tuxedo-style vamp (two-needle machine)	414
Wing tips where presser roll passes over tip; extra	072
Norwegian or Scotch grain, no extra.	
1-. 2- or 3-pair lots, 1½ price.	

M. A. PACKARD COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and vampers. (76, 157)

The Board awards that the following prices shall be paid by M. A. Packard Company at Brockton, for the work as there performed:

Vamping:

Extra row (one-needle machine)	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 2803
Norwegian or Scotch grain, no extra.	072
1-, 2- or 3-pair lots, 1½ price.	
Blind rows stitched close to vamping rows, extra	10

LUKE W. REYNOLDS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and vampers. (77)

The Board awards that there shall be no change in the prices paid by Luke W. Reynolds Company at Brockton for the items of work submitted, except as follows:

Vamping:

Wing tips where presser roll passes over tip; extra	Per 24 Pairs.
Raised throats, extra	\$0 072
Norwegian or Scotch grain, no extra.	09
1-, 2- or 3-pair lots, 1½ price.	
Right and left tongues to be barred or paid for as holding in tongues; extra	0522

STONE, TARLOW COMPANY, INC. — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampers. (79)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping:

Men's shoes:

Regular long vamps:

	Per 24 Pairs.
One-needle machine, two rows	\$0 909
Two-needle machine, two rows	7515
No. 85 plug oxford; no change:	
One-needle machine, two rows	767
One-needle machine, one row	60

Men's or women's shoes:

Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in center stay (women's shoes); no change	0261

E. E. TAYLOR COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (80)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

Vamping:

Men's shoes:

Regular long vamps:

	Per 24 Pairs.
One-needle machine, two rows	\$0 909
One-needle machine, two rows and drop	1 0656
Two-needle machine, two rows	7515
Side seam; one-needle machine, two rows	6992
Side seam; two-needle machine, two rows	54243
Brogue side seam; one-needle machine, two rows	78561

No. 1 side seam:

One-needle machine, two rows	78561
Two-needle machine, two rows	60543

No. 2 square side seam:

One-needle machine, two rows	82988
Two-needle machine, two rows	64143

No. 3 side seam:

One-needle machine, two rows	78561
Two-needle machine, two rows	60543

No. 4 side seam:

One-needle machine, two rows	8734
Two-needle machine, two rows	6783

Men's or women's shoes:

Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Earl blucher, no extra.	
Blind rows stitched close to vamping rows, extra	10

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vampers. (81)

The Board awards that the following prices shall be paid by Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Vamping:

	Per 24 Pairs.
Regular circular oxford, including holding in tongue and stay (one-needle machine, two rows), women's shoes	\$0 8037
Patterns Nos. 590 and 591 (one-needle machine, two rows), men's shoes; no change	7515

Men's or women's shoes:

Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in center stay (women's shoes), no change	0261

WALL, DOYLE & DALY, INC. — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vampers. (82)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Vamping:		Per 24 Pairs.
Regular circular vamps (two-needle machine, two rows); no change	.	\$0 46701
Wing tips where presser roll passes over tip; extra	.	072
Raised throats, extra	.	09
Norwegian or Scotch grain, no extra.	.	
1-, 2- or 3-pair lots, 1½ price.		

WHITMAN & KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and vampers. (83)

The Board awards that the following prices shall be paid by Whitman & Keith Company at Brockton, for the work as there performed:

Vamping:		Per 24 Pairs.
Extra row, half way or all around (one-needle machine)	.	\$0 2803
Men's or women's shoes:		
Wing tips where presser roll passes over tip; extra	.	072
Raised throats, extra	.	09
Norwegian or Scotch grain, no extra.	.	
1-, 2- or 3-pair lots, 1½ price.		
Right and left tongues to be barred or paid for as holding in tongues; extra	.	0522

T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, GEORGE E. KEITH COMPANY, E. E. TAYLOR COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Churchill & Alden Company, Diamond Shoe Company, W. L. Douglas Shoe Company, George E. Keith Company and E. E. Taylor Company, shoe manufacturers of Brockton, and innersole channelers. (111-116)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for channeling sample, cushion, model or cork-welt innersoles, as the work is there performed.

ENGEL-CONE SHOE COMPANY — BOSTON.

MAY 1, 1923.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and cutters. (260)

The Board awards that \$0.54 per 36 pairs shall be paid by Engel-Cone Shoe Company at Boston for cutting apron straps by machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of March 19, 1923.

MAY 1, 1923.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and lasters. (261)

The Board awards that \$0.05 per pair shall be paid by Engel-Cone Shoe Company at Boston for staple lasting after the shoes have been moulded, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DIAMOND SHOE COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (264)

The Board awards that \$0.10 per 24 pairs more than the price for regular blucher vamping shall be paid by the Diamond Shoe Company at Brockton for vamping bluchers when the harness center row is stitched in blind.

This decision shall take effect on May 8, 1923.

A. FREEDMAN & SONS, INC. — BROCKTON.

MAY 8, 1923.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vamps. (216, 255)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Vamping:

Extra rows, Pattern No. 25:	Per 24 Pairs.
One-needle machine	\$0 0522
Two-needle machine	0783
Stab blucher; one-needle machine, two space rows; extra	0784

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vamps. (215)

The Board awards that the following prices shall be paid by George E. Keith Company in Factory No. 11 in Brockton, for the work as there performed:

Vamping U Tee pattern:

One-needle machine, two rows	Per 12 Pairs.
One-needle machine, extra row	\$0 50
Two-needle machine, two close rows	14015
Two-needle machine, extra row	40
	17925

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STACY-ADAMS COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and vamps. (262)

The Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton, for the work as there performed:

Holding back linings, extra:

Per 24 Pairs.

Shoes with circular vamps

\$0 1044

Shoes with blucher vamps, on inside shanks only

0783

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint applications for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and rampers. (142, 256)

The Board awards that the following prices shall be paid by Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Vamping:

Per 24 Pairs.

Patterns Nos. 432 and 433; one-needle machine, two space rows

\$1 00

Patterns Nos. 350 and 420; one-needle machine, two space rows

9164

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. J. BATES COMPANY — WEBSTER.

MAY 10, 1923.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and Goodyear stitchers. (263)

The Board awards that the following prices shall be paid by A. J. Bates Company at Webster, for the work as there performed:

Goodyear stitching:

Per 12 Pairs.

Red-tag grade

\$0 25

Blue-tag or pink-tag grade

27

Ribbon stitch of any color

29

One row around heel; $\frac{1}{2}$ price extra.

Black sole, rope or fudge stitch

26

Step shoes:

First operation

30

Second operation

45

Samples, $1\frac{1}{2}$ price.

This decision shall take effect from May 10, 1923.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CONDON BROTHERS COMPANY, CHURCHILL & ALDEN COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

MAY 10, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Buckley Shoe Company, Condon Brothers Company, Churchill & Alden Company, Joseph F. Corcoran Shoe Company, W. L. Douglas

Shoe Company (Factories Nos. 1, 3, 5), Diamond Shoe Company (Factories Nos. 1, 3), Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Girren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and dressers and packers. (30-59)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the dressing and packing department, as there performed, except as follows (these prices to be effective in the factories where the items are in contention):

	Per Week.
Feeling for and cutting tacks	\$17 00
Stamping shanks and bottoms	18 50
Repairing soft shoes, patent or russet leather; after one year	22 50
Packing shoes in cartons	18 50
Packing shoes in cartons, including crowning	20 00
Embossing shoes	18 50
Creasing vamps	18 50
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First three months	17 00
Thereafter	20 00
Crowning shoes in dressing room	22 50
Painting or flowing tips	22 50
Pushing racks	18 00
Trucking shoes	20 00

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY—BROCKTON.

MAY 10, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company (Factories Nos. 1 and 3), W. L. Douglas Shoe Company (Factories Nos. 1, 2, 5), Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Girren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 3, 11), Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and finishers. (179-211)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of heel-scouring submitted, as there performed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

MAY 15, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and stitchers. (332)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company in Factory No. 5 at Brockton, for the work as there performed:

Women's shoes (white-tag grade):

	Per 24 Pairs.
Undertrimming:	
8½ inches or less, cemented on	\$0 35
More than 8½ inches, cemented on	4375
Regular oxford or blucher oxford, held on, with brace stay	40
Staying back seam, two-needle Union Special machine:	
Including 8½ inches	085
More than 8½ inches	0975
Folding long or short vamps on Glass machine, all grades of women's shoes	1305

FIELD & FLINT COMPANY — BROCKTON.

MAY 17, 1923.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and vampers. (265)

The Board awards that the following prices shall be paid by Field & Flint Company at Brockton, for the work as there performed:

Vamping:

	Per 24 Pairs.
Unit Factory:	
Oxford No. 108 pattern, when butted; extra	\$0 17
Bal. No. 105 pattern (square); no extra.	
Korrek Shape Factory:	
Oxford No. 108 pattern, when butted; extra	17

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

MAY 22, 1923.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and crowners. (266)

The Board awards that \$28 per week shall be paid by the Marlborough Shoe Company at Marlborough for crowning in the lasting department, as the work is there performed.

C. B. SLATER COMPANY — BRAINTREE.

MAY 24, 1923.

In the matter of the joint application for arbitration of a controversy between C. B. Slater Company, shoe manufacturer of Braintree, and treers. (347)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board determines that the shoe in question is to be classified as a white shoe, carrying the price of five cents per pair for cleaning.

By agreement of the parties this decision shall take effect as of March 28, 1923.

HAZEN B. GOODRICH & CO. — HAVERHILL.

MAY 31, 1923.

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., shoe manufacturer of Haverhill, and stitchers. (335)

The Board awards that the following prices shall be paid by Hazen B. Goodrich & Co. at Haverhill, for the work as there performed:

Pattern No. 652, Cairo:	Per 12 Pairs.
French-cord stitching	\$0 76
French-cord turning	90

LEWIS A. CROSSETT COMPANY — ABINGTON.

MAY 31, 1923.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and stitchers. (338)

The Board awards that the following prices shall be paid by Lewis A. Crossett Company at Abington, for the work as there performed:

Tip-stitching (regular work):	Per 24 Pairs.
One-needle machine:	
Two rows	\$0 20
One row	10
Extra row	10
Two-needle machine:	
Two rows	12
Extra row	10
Four rows	22
Perforated or centered tips, no extra.	

KNIFE BROTHERS, INC. — HAVERHILL.

JUNE 7, 1923.

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill, and skivers. (346)

The Board awards that the following prices shall be paid by Knife Brothers, Inc., at Haverhill, for the work as there performed:

Skiving on Amazeen machine:	Per 12 Pairs.
Blucher quarters, top and lace	\$0 06
Bal. quarters, top and lace	05½
Bal. or blucher, top and corner	04½
Tips	02
Toes	02½
Long vamps	05
Samples; per hour, \$0.60.	
Lots of less than 12 pairs, no change.	

BANCROFT WALKER COMPANY — BOSTON.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and wood-heelers, etc. (349)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

Wood-heeling:	Per 36 Pairs.
Putting on Louis heels	\$5 22
Putting on Cuban heels	2 07
Matching heels on colored shoes; extra	36
Nailing wood heels; no change:	
Covered shoes	40½
Uncovered shoes	32½

By agreement of the parties this decision shall take effect as of April 18, 1923.

M. A. PACKARD COMPANY — BROCKTON.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and stitchers. (333)

The Board awards that the following prices shall be paid by M. A. Packard Company at Brockton, for the work as there performed:

Undertrimming:	Per 24 Pairs.
Bound-edge oxford, cemented on	\$0 35
Bound-edge, regular-height bal. or blucher, cemented on	35
Oxford, cemented on	288
Regular-height bal. or blucher, cemented on	288
Stitching tongue linings to tongues:	
Oxford, cemented on	125
Regular-height bal. or blucher, cemented on	145

By agreement of the parties this decision shall take effect as of the date of the introduction of the new work in question.

T. J. KIELY & CO. — LYNN.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between T. J. Kiely & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (360)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board determines that T. J. Kiely & Co. at Lynn is "justified in deducting the difference in price paid a vamer and the established price on their list."

By agreement of the parties this decision shall take effect as of May 24, 1923.

MEMBERS, BROCKTON LAUNDRY-OWNERS' ASSOCIATION — BROCKTON.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Brockton Laundry-owners' Association and employees. (345)

Having heard the parties by their duly authorized representatives and considered the subject-matter of the controversy, the character of the work and the conditions under which it is performed, the Board awards that the following prices shall be incorporated into and made a part of the agreement to be entered into between the parties:

	Per Week.
Beginners, the first four weeks	\$14 00
Markers and distributors, washwomen, starchers, starchers' helpers, hand ironers, bosom machine ironers, neckband ironers, wrist ironers, shirt finishers, body ironers, sleeve ironers, collar ironers, collar shapers, collar dampeners, shirt folders, starchers on hand ironing and rough-dry, mangle hands, helpers in distributing room, general all-round hands, shirt dampeners, shirt pressing-machine operators	16 00
Wringermen, tumblers and dryers	21 50
Washmen	26 50
Overtime work, no change.	

This decision shall take effect as of June 1, 1923.

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

MAY 24, 1923.

In the matter of the joint application for arbitration of a controversy between members of Lynn Shoe Manufacturers' Association, Inc., and Goodyear operators. (214)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed upon shoes with white ivory welts or soles:

	Extra Per 100 Pairs.
Goodyear welting	\$0 36
Roughrounding	18
Goodyear stitching	50

By agreement of the parties this decision shall take effect as of January 26, 1923.

MacLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

JUNE 21, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of Lynn Shoe Manufacturers' Association, Inc., and stitchers. (362)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$2.51 per 36 pairs shall be paid by MacLaughlin-Conway Shoe Company at Lynn for stitching braid on one-strap shoe, including wave tip (single-needle machine), as the work is there performed.

By agreement of the parties this decision shall take effect as of May 21, 1923.

M. A. PACKARD COMPANY — BROCKTON.

JUNE 22, 1923.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and vampers. (353)

The Board awards that the following prices shall be paid by M. A. Packard Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Derby circular vamp, one-needle machine, two rows; extra over price of regular circular vamp	\$0 15678
Polo circular vamp with square corners, one-needle machine, two rows; extra over price of regular circular vamp	1044
Extra row on Polo circular vamp, one-needle machine; extra	0522

By agreement of the parties this decision shall take effect as of April 30, 1923.

C. S. MARSHALL COMPANY — BROCKTON.

JUNE 22, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampers. (354)

The Board awards that the following prices shall be paid by C. S. Marshall Company at Brockton, for the work as there performed:

Stitching extra row on Trot pattern; extra over price of regular extra row:	Per 24 Pairs.
One-needle machine	\$0 0522
Two-needle machine	0784

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, A. FREEDMAN & SONS, INC., HOWARD & FOSTER COMPANY — BROCKTON.

JUNE 22, 1923.

In the matter of the joint applications for arbitration of a controversy between the Brockton Shoe Manufacturing Company, Churchill & Alden Company, A. Freedman & Sons, Inc., and Howard & Foster Company, of Brockton, and vampers. (356-359)

The Board awards that price and one-half shall be paid by the above-named manufacturers at Brockton for vamping 1-, 2- or 3-pair lots.

STONE, TARLOW COMPANY, INC. — BROCKTON.

JUNE 22, 1923.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampers. (355)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping, pattern No. 93:									Per 24 Pairs.
One-needle machine, two rows	.	.	.	.	.	.	.	.	\$0 945
Two-needle machine, two rows	.	.	.	.	.	.	.	.	718

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LEWIS A. CROSSETT COMPANY — ABINGTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and cutters. (336)

The Board awards that there shall be no change in the prices paid by Lewis A. Crossett Company at Abington for the items of work submitted in the cutting department, except as follows:

									Per Week.
Outside cutting, by hand or machine	.	.	.	.	.	.	.	.	\$40 80
Sorting	.	.	.	.	.	.	.	.	40 80
Leather-lining cutting	.	.	.	.	.	.	.	.	25 00

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, ELLIOT SHOE COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, OLD COLONY SHOE COMPANY, M. A. PACKARD COMPANY, POOLE & JOHNSTON, INC., BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, SPORWIN SHOE COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, TROJAN SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company,

Elliot Shoe Company, Field & Flint Company, A. Freedman & Sons, Inc., Girren, Blunt Shoe Company, Howard & Foster Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Old Colony Shoe Company, M. A. Packard Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Sporwin Shoe Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Trojan Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and cutters. (219-225, 229-233, 235-252)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	

DIAMOND SHOE COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and cutters. (226)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	
Cutting AA or A grade (as cut in this factory) in connection with another grade, 10% extra on the entire job.	

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and cutters. (227)

The Board awards that there shall be no change in the prices paid by the W. L. Douglas Shoe Company at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	
Trimming leather remnants:	
Gun metal, velours, cadet kid or box calf	Per Pound.
Russia, chrome or willow calf	\$0 012
	014

CHARLES A. EATON COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and cutters. (228)

The Board awards that there shall be no change in the prices paid by the Charles A. Eaton Company at Brockton, for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	

Matchmarking:

	Per 24 Pairs.
Sixteen pieces to a pair	\$0 122
Fourteen pieces to a pair	105
Twelve pieces to a pair	095
Ten pieces to a pair	083
Eight pieces to a pair	07
Six pieces to a pair	051
Four pieces to a pair	04
Two pieces to a pair	022

GEORGE E. KEITH COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and cutters. (234)

The Board awards that there shall be no change in the prices paid by the George E. Keith Company at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole shoe-cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting and casing cloth linings:	Per 12 Pairs.
Blucher toe linings	\$0 042
Blucher-oxford toe linings	042
Quarter-oxford toe linings	045
Doublers except No. 5 cloth	03763
Cutting doublers	0225
Cutting special, heavy No. 5 doublers	0284

BENDER SHOE COMPANY — LYNN.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (365)

Having considered said application and heard the parties by their duly authorized representatives concerning the character of the work in question and the conditions under which it is performed, the Board awards that \$0.72 per 36 pairs shall be paid by the Bender Shoe Company at Lynn for stitching French cord on mule collar, with or without cut-outs, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BROPHY BROTHERS SHOE COMPANY — LYNN.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (366)

Having considered said application and heard the parties by their duly authorized representatives concerning the character of the work in question and the conditions under which it is performed, the Board awards that in the factory of Brophy Brothers Shoe Company at Lynn the operation of pressing front straps on pattern No. 742 shall be paid for on the basis of four points to a pair, making the price for this operation 66 cents per 36 pairs.

By agreement of the parties this decision shall take effect as of April 24, 1923.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and heel-shavers, etc. (254)

The Board awards that there shall be no change in the prices paid by the W. L. Douglas Shoe Company in Factory No. 5 at Brockton for the items of work submitted, as there performed, except as follows:

Shaving heels over $\frac{1}{2}$:		
Regular leather heels:		Per 24 Pairs.
Grades Nos. 1 and 2		\$0 22
Grade No. 3		20
Whole or half rubber heels:		
Grades Nos. 1 and 2		26
Grade No. 3		24
Breasting heels:		
$\frac{1}{2}$ or under		11
Over $\frac{1}{2}$		12
Randing; rolled, half rolled, quarter rolled or gable edges; $1\frac{1}{2}$ price.		

A. E. LITTLE COMPANY — LYNN.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and lasters. (303)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Assembling; right and left counters, extra	Per 24 Pairs.
Side-lasting; cut-in shanks, extra	\$0 06
	12

RICE & HUTCHINS, INC. — MARLBOROUGH.

JULY 5, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and stitchers. (364)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Middlesex factory at Marlborough, for the work as there performed:

Undertrimming (held-on work):		
Men's shoes:		Per 24 Pairs.
Bal.		\$0 39
Blucher		41
Oxford bal., no change		28
Oxford blucher		31
Boys' shoes:		
Bal.		38
Blucher		40
Oxford bal.		28
Oxford blucher		30

LEWIS A. CROSSETT COMPANY — ABINGTON.

JULY 19, 1923.

In the matter of the joint applications for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and employees. (331, 337)

The Board awards that the following prices shall be paid by Lewis A. Crossett Company at Abington, for the work as there performed:

Inspecting and repairing heels, jointing by hand and nailing on rubber heels; per week, \$22.50.

Heel-seat-nailing:

Men's or women's shoes

Men's or women's shoes with crepe-rubber soles

Per 24 Pairs.

\$0 07

08½

HAZEN B. GOODRICH & CO. — HAVERHILL.

JULY 24, 1923.

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., shoe manufacturers of Haverhill, and stitchers. (410)

The Board awards that the following prices shall be paid by Hazen B. Goodrich & Co. at Haverhill, for the work as there performed:

French-cord stitching:	Per 12 Pairs.
Pattern No. 665, four-strap with square corner	\$1 77
Extra cut-out on Araby pattern	42
French-cord turning:	
Pattern No. 665, four-strap with square corner	1 92
Extra cut-out on Araby pattern; per hole	56
Araby pattern, top and strap	1 07

FINGER SHOE COMPANY — LYNN.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between the Finger Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (411)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.90 per 36 pairs shall be paid by the Finger Shoe Company at Lynn for stitching collars on quarters, pattern No. 800, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

R. H. MITCHELL COMPANY — LYNN.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between R. H. Mitchell Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (412)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.79 per 36 pairs shall be paid by R. H. Mitchell Company at Lynn for stitching one-strap collars on quarters, pattern No. 352, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (413)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.90 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn

for stitching collars on quarters, pattern No. 158371½, as the work is there performed.

By agreement of the parties, this decision shall take effect as of the date of beginning the work in question.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and naumkeag cleaners. (428)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.12 per 12 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for naumkeag-cleaning shoes, not buffed, as the work is there performed.

By agreement of the parties this decision shall take effect as of June 14, 1923.

RICE & HUTCHINS, INC. — MARLBOROUGH.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters. (414)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed:

Assembling:		Per 12 Pairs.
Men's shoes:		
Red- or green-tag grade		\$0 17
Pink- or yellow-tag grade		16
Boys' shoes:		
Red- or green-tag grade		16
Pink- or yellow-tag grade		15
Samples, men's or boys' shoes		26
Extras:		
Inserting paper under tip, cordovan		01
Sponging vici, etc.		01
Paper covers		01
Shellacking box toes		04
Tacking innersoles		043
Crowning and cobbling; no change, \$26 to \$30 per week.		

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters. (415)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed:

Pulling-over:		Per 12 Pairs.	
		Pink- or Yellow-tag Grade.	Red- or Green-tag Grade.
Men's, cap toes:			
Dull leather, low toes		\$0 18	\$0 19
Dull leather, high toes		19	20
Russet or patent leather, low toes		19	20
Russet or patent leather, high toes		20	21
Men's, plain toes		15	16
Patent leather; no change, extra, \$0.01.			
Boys', cap toes:			
Dull leather, low toes		16	17
Dull leather, high toes		17	18
Russet or patent leather, low toes		17	18
Russet or patent leather, high toes		18	19
Boys', plain toes		14	15
Patent leather; no change, extra, \$0.01.			
Samples, men's or boys' shoes, \$0.30.			
Wing or center-perforated tips; no change, extra, \$0.065.			

August 7, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters. (416)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed:

		Per 12 Pairs.	
Operating No. 5 machine:		Pink- or Yellow-tag Grade.	Red- or Green-tag Grade.
Men's shoes:			
Black leather, plain toes		\$0 37	\$0 38
Colored leather, plain toes		42	44
Patent leather, plain toes		445	48
Black leather, low cap toes		39	41
Colored leather, low cap toes		445	465
Patent leather, low cap toes		445	49
Black leather, medium cap toes		425	455
Colored leather, medium cap toes		47	50
Patent leather, medium cap toes		47	52
Black leather, high cap toes		49	525
Colored leather, high cap toes		56	57
Patent leather, high cap toes		57	59
Boys' shoes:			
Black leather, low toes		355	37
Colored or patent leather, low toes		39	41
Black leather, medium toes		39	41
Colored leather, medium toes		42	445
Black leather, high toes		435	465
Colored leather, high toes		465	50
Extras:			
Long counters; no change			07½
Cushion innersoles; no change			07½
Sole-leather boxes			03
Wing or fancy tips			03
Side-lasting, staple machine			19

GEORGE E. KEITH COMPANY — BOSTON.

August 23, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Boston, and treers in Factory No. 9. (427)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9 at Boston, for the work as there performed:

Treeing:

Per week, \$35.

Wood heels, \$0.03 per 12 pairs.

Straps; no change, no extra.

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

August 23, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Middleborough, and lasters in Factory No. 4. (429)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 4 at Middleborough, for the work as there performed:

	Per 12 Pairs.
Pulling-over	\$0 1808
Assembling:	
Regular work	16
Cushion innersoles, extra	035
Operating No. 5 machine, black shoes	48

By agreement of the parties this decision shall take effect as of July 23, 1923.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DOYLE, MULLINS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

AUGUST 23, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company (Factories A and C), W. L. Douglas Shoe Company, Doyle, Mullins Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, shoe manufacturers of Brockton, and sole-leather workers. (304-330)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the sole-leather department, except as follows:

	Per Week.
Cutting outsoles	\$37 50
Sorting outsoles	34 00
Cutting innersoles	34 50
Sorting innersoles	32 50
Channeling innersoles	34 00
Cutting counters:	
Fibre	23 75
Leather	28 00
Skiving leather (one operation, Tandem machine)	28 00
Cutting lifting	25 50
Cutting top-pieces	28 00
Cutting taps	28 00
Casing outsoles	28 00

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

AUGUST 23, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe

Manufacturing Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, W. L. Douglas Shoe Company (Factories Nos. 3 and 5), Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2, 3, 11), Preston B. Keith Shoe Company, Killory-Moriarty Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, shoe manufacturers of Brockton, and skivers. (373-379, 381, 383-409)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

Skiving:	Per Week.
Vamps, tops or tips	\$30 48
Outside backstays, outside trimmings or foxings	25 50
Inside trimmings, leather linings or tongues	21 20
Single pairs, samples and special skiving	30 48
Apprenticeship system (no change in method):	
First four months	17 60
Second eight months	19 40
Thereafter, regular price	21 20

In the event of any employee receiving a price in excess of the above award, there shall be no reduction.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

AUGUST 23, 1923.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company, shoe manufacturer of Brockton, and skivers in Factories Nos. 1, 2 and 3. (380, 382)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company in Factories Nos. 1, 2 and 3 at Brockton, for the work as there performed:

Skiving:	Per Week.
Vamps, tops or tips	\$30 48
Outside backstays, outside trimmings or foxings	25 50
Inside trimmings, leather linings or tongues	21 20
Single pairs, samples and special skiving	30 48
Apprenticeship system (no change in method):	
First four months	17 60
Second eight months	19 40
Thereafter, regular price	21 20
Check girls; no change.	

In the event of any employee receiving a price in excess of the above award, there shall be no reduction.

C. B. SLATER COMPANY — BRAINTREE.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between C. B. Slater Company, shoe manufacturer of Braintree, and edgemakers. (348)

The Board awards that the following prices shall be paid by C. B. Slater Company at Braintree, for the work as there performed:

Edgetrimming:	Per 12 Pairs.
Men's or women's shoes, leather or rubber soles	\$0 369
Men's shoes, wing tip or Cordovan	369

Edgetrimming — <i>Con.</i>	Per 12 Pairs.
Boys' shoes, leather or rubber soles	\$0 295
Around the heel, 1½ price.	
Jointing by machine	0588
Edge-scouring:	
Men's or women's shoes, rubber soles	12
Boys' shoes, rubber soles	096
Singles or samples, 1½ price.	

A. M. CREIGHTON — LYNN.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (425)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.94 per 36 pairs shall be paid by A. M. Creighton at Lynn for vamping the Aristo pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, member of the Lynn Shoe Manufacturers' Association, Inc., and woodheelers. (467)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that A. M. Creighton at Lynn shall pay for cutting and fitting half-Louis heels one-half cent per pair more than the price now paid for cutting and fitting Cuban heels, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of filing with the Lynn Board of Adjustment.

HOWARD & FOSTER COMPANY — BROCKTON.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and finishers. (267)

The Board awards that the following prices shall be paid by Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Wheeling arch shanks from shoulder to center of ball, down center of shank and across breast	\$0 15
Polishing full bottoms with shanks of two colors; no change	2556

KNIFE BROTHERS, INC. — HAVERHILL.

SEPTEMBER 5, 1923.

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill, and lasters. (465)

The Board awards that the following prices shall be paid by Knife Brothers, Inc., at Haverhill, for the work as there performed:

Wetting leather boxes (by the assembler):	Extra Per 12 Pairs.
Colored shoes	\$0 08
Black shoes	05
Putting in anchor tacks (by bed-machine laster)	04½

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

SEPTEMBER 5, 1923.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (342)

The Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pairs.
Assembling by hand, vulco box	\$0 2831
Side-lasting:	
By hand	60
By machine	41
Operating pulling machine, bed machine or Consolidated Hand-method machine	Per Week.
Pulling by hand	27 89
Cobbling or crowning	27 89
Other day work	27 89

By agreement of the parties this decision shall take effect as of April 26, 1923.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

SEPTEMBER 11, 1923.

In the matter of the joint applications for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater, and employees. (340, 341, 343, 344)

The Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pairs.
Edgesetting; no change	\$0 396
Edgetrimming; no change	28 80
Roughrounding; no change	567
Welting; no change	234
Goodyear stitching; no change:	468
Yellow- or pink-tag grade; white, surface or fudge stitch (not over 10 stitches to the inch)	594
White- or red-tag grade; white, surface or fudge stitch	54
Sole-laying	11
Nailing heelseats; regular work or extension seats and double soles, rubber	06
Leveling:	
White- or red-tag grade	09
Yellow- or pink-tag grade	10
Treeing; per week, \$27.84.	

COTTER SHOE COMPANY — LYNN.

SEPTEMBER 11, 1923.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (426)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.51 per 36 pairs shall be paid by the Cotter Shoe Company at Lynn for stitching French cord on vamp collar, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. J. BATES COMPANY — WEBSTER.

SEPTEMBER 18, 1923.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and cutters. (464)

The Board awards that there shall be no change in the prices paid by A. J. Bates Company at Webster for the items of work submitted, as there performed, except as follows:

Whole-shoe cutting, by hand or machine	\$37 10
Sorting	37 10
Apprentice whole-shoe cutters; 6% increase.	
Cloth-lining cutting, by hand or machine	30 00

HUCKINS & TEMPLE, INC. — MILFORD.

SEPTEMBER 25, 1923.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and sole-leather workers; making-department employees; welters, roughrounders and stitchers; edgemakers. (417, 418, 421, 422)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

Sole-leather department:	Per 12 Pairs.
Rounding innersoles	\$0 025
Day work (except on sorting outer soles); 10% increase.	
Making department:	
Leveling by machine	05
Cementing channels	02
Day work; 10% increase.	
Wetling, roughrounding and stitching:	
Day work; 10% increase.	
Edgemaking:	
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and lasters. (420)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

Assembling:	Extra Per 12 Pairs.
Cushion innersoles	\$0 03
Lasting up or down	08
Long counters	05
Whole cloth or paper covers	01 $\frac{1}{4}$
Paper between quarter lining and last	02
Pulling-over by machine:	
Cushion innersoles	03
Whole cloth or paper covers	02
Perforated tips or vamps	03
Side-lasting by machine:	
Regular work, \$0.1961.	
Cushion innersoles	03
Long counters	02
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and finishers. (423)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs, Yellow- or White- tag Grade
Bleaching bottoms	\$0 0228
Gumming:	
Whole bottom	0711
Forepart	0639
Polishing:	
Bottom, shank, breast and top-piece	1143
Forepart and shank	0747
Forepart	045
Rolling and faking:	
Black bottom and top-lift	098
Forepart	0424
Scouring heels; second operation, two papers	075
Pulling lasts	0475
Blacking:	
Bottom, top-lift and breast	0363
Top-lift	015
Painting bottom	0363
Cutting breasts	028
Heel-burnishing	07
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and vamps. (419)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs.
Vamping:	
Whole blucher, including bar; two close rows, two-needle machine	\$0 28
Oxford; two close rows, two-needle machine	234
Bal. or button, perforated vamp	43
Bal. or button, perforated vamp, with square throat	44
Whole-quarter blucher, three close rows	4125
Pattern No. 181, oxford	425

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees in the treeing and packing departments. (424)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs.
Putting in heel-pods and feeling for tacks	\$0 043
Treeing:	
Russia; cleaned, washed, two coats of polish applied and ragged	48
Patent leather; cleaned, washed and tops ironed	48
Patent leather; cleaned and tops ironed	43
Vici; cleaned, washed, ironed and two coats of dressing applied	40
Kangaroo; cleaned, washed, ironed and two coats of dressing applied	40
Side gun metal; cleaned, washed, ironed and coat of filler applied	37
Gun metal; cleaned, washed, ironed and coat of dressing applied	31
Box calf; cleaned, ironed and coat of dressing applied	26
Per hour, \$0.60.	
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and stitchers. (433)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs. Yellow- or White- Tag Grade.
Mating:	
Vamps or tops	\$0 015
Blucher tops including trimming	04
Making linings:	
Seamless or English bal., No. 2 fitting	1149
English or seamless button, No. 2 fitting	0574
Whole-quarter, circular-foxed or Prince Henry blucher, No. 2 fitting	1113
Foxed button oxford	1077
Blucher oxford	0359
Button oxford, toe linings stitched on	0747
College tie	0431
Button oxford	0747
Blucher bal. including putting on eyelet stay:	
Heel stay	125
Side stay	05
Stitching and trimming tongues:	
Blucher	1072
College tie	1149
Seaming:	
Whole-quarter blucher	04
Whole-quarter blucher, leather lining	04
Vamps:	
One seam	04
Two seams	08
Foxings	035
Quarter linings, Singer machine	04
Tops, bal. or blucher	0359
Button lap	0862
Tops on Nos. 9, 1, 91 backstays, low shoes	035
Staying:	
Vamps:	
One seam	04
Two seams	08
Oxford quarters, one seam	04
Foxings	035
Button lap	08
Pump	04
Stitching foxings:	
Straight foxings:	
Two-needle machine	1437
One-needle machine	27
Circular foxings	1294
Perforated foxings	19
Perforation on straight foxed blucher	265
Perforation on circular foxed blucher, or button	19
Prince Henry	19
Stitching tips:	
Leather or vulco box, one operation	075
No box, one operation	055
Any color thread, four rows, two operations	14
Rubbing seams:	
Vamp, one seam	015
Vamp, two seams	02
Button lap	02
Foxing	015
Leather lining quarter	015
Hooking	03
Lacing, Ensign machine	03
Trimming:	
Top facings	03
Backstays	0175
Linings	0175
Ends and buttons	045
Ends and inspecting	03
Toeing up bal.	03

Per 12 Pairs.
Yellow- or White-
Tag Grade

Stitching toe linings, button	\$0 0375
Stitching lining labels	0375
Patching:	
Bal., vamp and shank	04
Button, vamp and shank	04
Blucher, vamp and clip	06
Blucher, clip	025
Oxford, vamp	025
Foxings	03
Bal., blucher or button, No. 1 special	045
Three-quarter blucher; stay, vamp and shank	0625
Tops	03
Boxes:	
Russia, matchmarked	05
Black, not matchmarked	04
Stitching backstays:	
One-needle machine:	
No. 380 oxford	0934
No. 379	099
No. 385	0718
No. 388, bal. folded	0849
No. 386, blucher folded	1339
No. 383	1221
Two-needle machine, Nos. 380, 379	099
Undertrimming or first row; held-on work, no bar or strap:	
Bal.	23
Blucher	24
Folding by machine, no cementing:	
Round-corner blucher	0718
Round-corner bal.	0574
Vamps	045
Backstay, No. 386	045
Blucher oxford	0646
Tips	02
Marking second row:	
No. 55	04
Nos. 33 and 8	025
Marking counter row and second row No. 1:	
Second row, 1st operation	015
Counter row, 1st operation	015
Second row	01
No. 70, including counter and second row	08
No. X28, including counter and second row	07
Stitching second row:	
Letters K, F, M; one-needle machine	095
Letters K, F, M, No. 33; one-needle machine	115
Letters K, M, two rows	105
Letters K, M, No. 33, two rows	125
Nos. 7 and 90	09
Nos. 7 and 90, No. 33	11
No. 7, two-needle machine	10
No. 7, No. 33, two-needle machine	1225
Stitch-perforated No. 20, on No. 33	135
No. 8	06
No. 33	07
No. 1	045
No. 33, four space rows	09
No. 70, high shoe, stay held in:	
First operation	0725
Second operation	04
Third operation	04
No. 70, oxford, stay held in:	
First operation	06
Second operation	04
Third operation	04
Holding in stay, extra	0225
Stitching counter row:	
No. 70:	
First operation	05
Second operation	04
Third operation	04
No. 1 blucher or blucher oxford	05
No. 30	05
No. 316 on No. 1 second row, $\frac{3}{16}$ " space; two-needle machine	06

	Per Week.	Increase.
Cripple stitching	\$20 50	
Sample woman	19 00	
Inspecting	16 50	
Machine folding	15 50	
Patching	15 00	
Machine cementing	13 00	
Taking care of cripples	13 00	
Blackening edges	11 00	
Punching tips	15 00	
Eyeletting	20 00	
Rubbing seams	12 00	
Stitching, regular work; floor girls; trimming ends; table work		5%
Machine skiving		10%

By agreement of the parties this decision shall take effect as of July 6, 1923.

ENGEL-CONE SHOE COMPANY — BOSTON.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and employees. (463)

The Board awards that the following prices shall be paid by Engel-Cone Shoe Company at Boston, for the work as there performed:

Cutting:	Women's.	Misses.	Per Pair. Children's.	Infants'.	Kacks.
Three-quarter foxed	\$0 06 $\frac{3}{4}$	\$0 06 $\frac{1}{2}$	\$0 06 $\frac{1}{2}$	\$0 06	\$0 05
Circular foxed Polish	07 $\frac{1}{4}$	06	05 $\frac{3}{4}$	05 $\frac{1}{2}$	05 $\frac{1}{4}$
Seamless Polish	06	05 $\frac{3}{4}$	05 $\frac{1}{2}$	05 $\frac{1}{4}$	05
Whole-quarter Polish	05 $\frac{1}{2}$	05 $\frac{1}{4}$	05	04 $\frac{1}{2}$	04 $\frac{1}{4}$
Whole-quarter Polish oxford	05	04 $\frac{1}{2}$	04 $\frac{1}{2}$	04 $\frac{1}{4}$	04
Button oxford	05 $\frac{3}{4}$	05 $\frac{1}{2}$	05 $\frac{1}{4}$	05	04 $\frac{3}{4}$
Blockers	03	02 $\frac{1}{4}$	02 $\frac{1}{2}$	02 $\frac{1}{4}$	02
			Men's.	Boys'.	Youths'.
Whole-quarter			\$0 06 $\frac{1}{2}$	\$0 06 $\frac{1}{2}$	\$0 06
Whole-quarter oxford			05 $\frac{1}{2}$	05 $\frac{1}{4}$	05
Circular foxed			06 $\frac{1}{4}$	06	05 $\frac{3}{4}$
Seamless			06 $\frac{1}{4}$	06	05 $\frac{1}{4}$
Blockers			03 $\frac{3}{4}$	03 $\frac{1}{2}$	03 $\frac{1}{4}$
			Per Pair.		
Apron shoe			\$0	04 $\frac{1}{2}$	04 $\frac{1}{2}$
Work shoe, by hand				05 $\frac{1}{2}$	05 $\frac{1}{2}$
Romeo				06 $\frac{1}{4}$	06 $\frac{1}{4}$
Juliet				05 $\frac{1}{2}$	05 $\frac{1}{2}$
Women's whole-quarter bal.				06 $\frac{1}{2}$	06 $\frac{1}{2}$
Kid ankle-tie kack				02 $\frac{1}{2}$	02 $\frac{1}{2}$
Extra shoes with blockers, combination; on shoes, extra				00 $\frac{1}{2}$	00 $\frac{1}{2}$
Button-flies				00 $\frac{1}{2}$	00 $\frac{1}{2}$
Samples; double price.					
Colors, extra					00 $\frac{1}{2}$
Small lots, 20 pairs or under; extra					00 $\frac{1}{2}$
Dull tops, extra					00 $\frac{1}{2}$
Notch, slot or hole; per hole					00 $\frac{1}{8}$
Stay					00 $\frac{1}{2}$
Blocker stays, two pieces to a pair					00 $\frac{1}{2}$
Blucher effect					00 $\frac{1}{2}$
Blockers with runners, extra					00 $\frac{1}{2}$
Tips					00 $\frac{1}{2}$
Kid, extra:					
Misses', youths', boys', women's or men's					01
Kacks, infants' or children's					00 $\frac{3}{4}$
Shoes over standard height; per inch					00 $\frac{1}{2}$
Circular-foxed shoes, extra					00 $\frac{1}{4}$
Per hour, \$1.					
Machine cutting, 30% less than hand-cutting prices.					
Calf shoes, extra					00 $\frac{1}{2}$
One-strap ankle ties:					
Kacks					04 $\frac{1}{4}$
Infants'					05
Children's					05 $\frac{1}{4}$
Misses'					05 $\frac{1}{2}$

Lining cutting:

Button shoes	} No change.
Button shoes with button-flies	
Button oxford	
Polish oxford	
Blucher with vamp linings	
Blucher with quarter linings	
Blucher oxford	
High-cut button	
High-cut blucher	
Toe linings	
Cloth linings, ankle ties	
Vamp linings	
Leather linings, sandals	
Leather linings, ankle ties	
Ventilated oxford	
Ventilated blucher bal.	
Black kid	
Blucher oxford, No. 37 pattern	
Women's blucher or Polish side stays and tongues	
Per hour; by hand, \$0.75.	

Clicking machine:

Sandals:	Infants'.	Children's.	Per 36 Pairs.		Boys'.	Men's.
			Misses'.	Women's.		
Toe out . . .	\$0 08	\$0 08	\$0 08	\$0 08	\$0 08	\$0 08
Center out . . .	138	138	138	138	138	138
Ankle ties . . .		17	17	17		
Ventilated oxford:						
Sides . . .	126	138	138	189	189	189
Centers . . .	09	10	10	149	149	149
Toe out . . .	057	069	069	086	086	086
Work shoe . . .					31	31
Black kid, pattern No. 113						138
Gymnasium oxford . . .					24	24
Blucher oxford . . .	24	24	24	24	24	24
Outing oxford . . .	23	23	23	23	23	23
Per hour; \$0.65.						

Dinking:

Sandal	} No change.
Outing oxford	
Ventilated oxford:	
Lined	
Unlined, two parts	
Unlined, three parts	
Blucher, three parts	
Button and oxford	
Blucher oxford	
High-cut button	
High-cut blucher	
Blucher	
Button-flies on button oxfords	
Button-flies on shoes	
Backstays	
Blucher tongues	
Misses' blucher tongues	
Bows on ankle ties	
Men's or boys' work shoes	
Scout bal.	
Side stays, eight pieces to the pair	
Elk bal. tongue and side stay	
Per hour, \$0.50.	

Sole-leather department:

	Per Week.
Outersole cutting	\$33 00
Cutting bellies and heads	29 00
Cutting canvas	28 00
Sorting soles	26 00
Sorting innersoles	25 00
Monarch skiving	23 00
Sorting counters	21 00
Sorting top-lifts	23 00
Putting up soles	23 00
Skiving	23 00
Skiving soles, heelseats and tacking	24 00
Shanking-out	24 00

DECISIONS.

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Per 100 Pairs.

Sole-leather department — *Con.*

Moulding and wetting	\$0 19
Spring-heeling	18
Plugging	08
Counter gluing	12
Backing innersoles	19
Dinking innersoles:	
Boys' and women's	26
Men's	30
Infants', children's and misses'	22
Dinking pancake:	
Men's	10
Misses', youths', boys' and women's	08½
Breasting heels	14
Cutting spring-heels	10
Cutting:	
Counters (1-4)	10
Counters (6-9)	21
Under lifts (1-6)	10
Under lifts (7-12)	12
Larsen machine; per week, \$15	08
Stamping innersoles	05
Stamping outsoles	03
Building heels:	
Men's	80
Boys'	70
Misses'	60
Cementing rubber heels; per week, \$15.	
General worker (dummy); per week, \$17.	

Making department:

Leveling; per 100 pairs, \$0.58.	Per 36 Pairs.
First indenting; kacks, infants', children's, misses' and youths'	\$0 10
Heel-burnishing	22½
Rimming spring-heels	07
Buffing heel shoes	35
Staining unbuffed bottoms:	
Infants', children's, misses', spring-heels	07½
Misses', heels	08
Youths', boys' and women's	08
Staining buffed bottoms:	
Infants', children's, misses', spring-heels	08½
Misses', heels	09
Youths', boys' and women's	09
Bleaching bottoms	06½
Second indenting	Per 24 Pairs.
Heel-burnishing	\$0 04½
Rimming and scouring top-pieces	16
Staining, men's shoes:	09½
Unbuffed bottoms	06½
Buffed bottoms	09

Edgemaking department:

Edgetrimming:	Per 36 Pairs.
Kacks	\$0 77
Infants', children's or misses', spring-heels	1 08
Misses', heels	96
Youths'	96
Boys'	1 13
Boys', oxford	1 00
Women's:	
Heels	1 13
Spring-heels	1 38
Rubber soles; per 24 pairs, \$1.14.	
Men's outing oxford; per 24 pairs, \$0.67.	
Women's sandal	1 50
Men's shoes; \$0.74.	
Edgesetting:	
Children's and infants'	45
Misses'	51
Men's, square shanks; per 24 pairs, \$0.45.	
Samples; per pair, \$0.03½.	

Goodyear stitching:

Kacks	84
Infants'	88
Children's	98

Goodyear stitching — *Con.*

Per 36 Pairs.

Youths' and misses'	\$1 11
Women's and boys'	1 20

Men's; per 24 pairs, \$0.86.

Stitching department:

Stamping; per 24 pairs:

Outing oxford or sandal, \$0.04.

Men's oxford, ventilated, \$0.03½.

Marking:

Vamps	02½
Black foxings	02½
Black quarters	03½
Tan foxings	02½
Tan quarters	03½
Kacks, complete	10½

Closing:

Button	17
Polish quarters	09
Polish foxings	08
Kack foxings	13
High-cut Polish	12
Two-seam vamps	15
Blucher quarters	09½
Sandal	10½
Zigzag oxford	08
Blucher bal.	10
Blucher oxford	09½
Romeo	10½

Turning:

Polish, children's and misses'	13
Button, children's and misses'	14
Blucher	13
Polish high-cut, women's and misses'	16
Blucher, youths' (hooks)	16
Boys' and men's; per 24 pairs, \$0.14.	
Button, women's	15

Lining-making:

Misses' Polish	21
Children's Polish	20
Blucher oxford	13
Back strap, boys' blucher	13
Side stay	19
Button	09½
Top facing, plain scuffer	08½

Foxing stitching:

Kacks	22
Misses'	24
Misses', pressed	24

Closing on:

Women's, high-cut	22
Misses', high-cut	19
Infants' and children's	16
Button	21
Misses' Polish blucher	19

Buttonhole operating:

Kacks	25
Misses', button	31
Spacing	03
Children's (Gr-Br heavy)	30
Ankle ties	20

Stitching back straps:

Elk bal., two-needle machine; per 24 pairs, \$0.23.	
Setting in bar, one-needle machine, per 24 pairs, \$0.19.	
Men's blucher, moccasin	27
Women's sport shoe	24

Cylinder vamping; per hour, \$0.60.

Top stitching:

Sandals; no change.	
Burnt shoes; men's, women's and boys'	45

Blucher vamping:

Men's (F. V.), \$0.98.	
Infants', children's, misses' and youths'	80
Boys'	89

Tongue stitching:

Infants' and children's	11
Men's, boys', youths' and misses'	13
Per hour; \$0.45.	

Stitching department — *Con.*

Tip stitching:

	Per 36 Pairs.
Four-needle machine	\$0 20
Three-needle machine	22

Pressing:

Misses' Polish	18
Infants', children's and misses' blucher	26
Vamps	16

Lasting department:

Re-lasting:

Boots:

Infants' and children's	39
Misses'	48
Women's	72
Boys'	72
Men's; per 24 pairs, \$0.48.	
Women's patent ankle ties	58

Unlined work:

Infants' and children's	39
Misses'	48
Boys'	58
Women's	58
Men's; per 24 pairs, \$0.38.	

Sandals:

Infants', children's and misses'	30
Women's	42

Pulling-over by machine:

Per case of 36 pairs, \$0.09.

Per case of 24 pairs, \$0.06.

Buckle sandal, \$0.06.

Button shoes, \$0.03½.

Ankle bow strap, \$0.06.

Putting in counter and stapling:

Infants', children's and misses'	14
Boys' and women's	15
Youths'	14
Men's; per 24 pairs, \$0.10.	

Staple lasting; no change.

Per 36 Pairs.

Ironing department:

Patent leather or gun metal:

	Blucher, Polish, Button.	Outing Oxford.	Sandal.	Tie.
Kacks	\$0 60	\$0 06	\$0 60	\$0 60
Infants', children's and misses'	60	60	60	60
Youths'	60	60	60	60
Boys'	78	78	78	
Women's	98	65	86	
Men's; per 24 pairs	46	46	46	

Brown or tan lotus:

Kacks	51	51	33	51
Infants' and children's	51	51	33	51
Misses'	60	60	46	60
Youths'	60	60		
Boys'	78	78		
Women's	98	98	74	86
Men's; per 24 pairs	52	46		

Mahogany:

Kacks, infants' and children's	51	51	33	51
Misses'	60	60	46	60
Youths'	60	60		
Boys'	78	78		
Women's	98	98	74	86
Men's; per 24 pairs	52	46		

Smoked horse:

Kacks, infants' and children's	33	33	33	33
Misses'	43	43	43	43
Youths'	43	43		
Boys'	65	65	74	86
Women's	98	98		
Men's; per 24 pairs	43	43		

Black kid:

Kacks, infants' and children's	48	48	33	48
Misses'	51	51	51	51
Youths'	51	51		
Boys'	78	78		
Women's	98	98	74	86
Men's; per 24 pairs	52	43	52	

		Per 36 Pairs.			
		Blucher, Polish, Button.	Outing Oxford.	Sandal.	Tie.
Ironing department — <i>Con.</i>					
Brown kid:					
	Kacks, infants' and children's	\$0 48	\$0 48	\$0 33	\$0 48
	Misses'	54	54	43	54
	Youths'	54	54		
	Boys'	78	78		
	Women's	98	98	74	86
	Men's; per 24 pairs	52	52	52	
Pearl clk:					
	Children's, \$0.33.				
	Misses', \$0.43.				
	Women's, \$0.74.				
Lacing and lining:					
	Infants' and children's				Per 36 Pairs.
	Misses' and youths'				\$0 13
	Men's oxford; per 24 pairs, \$0.16.				16
	Men's blucher bal.; per 24 pairs, \$0.10.				
	Women's, five eyelets				24
	Women's, high shoes				24
	Romeo; per 24 pairs, \$0.07.				
	Juliet				10½
	Children's and misses' sandals				16
	Women's sandals				16
Packing department:					
	Infants'				10
	Misses'				13
	Women's				13
	Men's				09
	Children's				11
Cleaning department:					
	\$1.50 per week increase.				

By agreement of the parties this decision shall take effect as of June 6, 1923.

A. M. CREIGHTON — LYNN.

SEPTEMBER 27, 1923.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (466)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board determines that there is no established price in the factory of A. M. Creighton at Lynn for pump-stitching the Aristo pump; and that the price shall be \$1.86 per 36 pairs, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

NATIONAL SHOE COMPANY — LYNN.

SEPTEMBER 27, 1923.

In the matter of the joint application for arbitration of a controversy between the National Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (467)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board determines that there is no established price in the factory of the National Shoe Company at Lynn for pump-stitching the Sunburst pattern, No. 530; and that the price shall be \$2.65 per 36 pairs, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BENDER SHOE COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (510)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that no extra shall be paid by the Bender Shoe Company at Lynn for "interference of straps" in pump-stitching the Suspension pump, as the work is there performed.

GREGORY & READ COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (519)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that no extra shall be paid by Gregory & Read Company at Lynn for "narrow condition" in vamping pattern No. 6475, as the work is there performed.

BROPHY BROTHERS SHOE COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (511)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$0.64 per 36 pairs shall be paid by Brophy Brothers Shoe Company at Lynn for stitching imitation panel, including points, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (469)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$0.91 per 36 pairs shall be paid by MacLaughlin-Conway Shoe Company at Lynn for pressing Fifi collar, top and side, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (512)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$2.16 per 36 pairs shall be paid by the MacLaughlin-Conway Shoe Company at Lynn for stitching in gores, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GREGORY & READ COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and the Amalgamated Shoe Workers of America. (472)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence presented, the Board makes the following report and findings.

The issues presented relate to the discharge by the company of two employees (pressers), members of Local No. 43, Stitchers' Union, of the Amalgamated Shoe Workers of America, and under the submission the Board is called upon to answer the following questions:

1. Did the firm of Gregory & Read Company, or its representative, violate Article 6 of the mayor's-board agreement?
2. Did the firm of Gregory & Read Company, or its representative, violate the rules and conditions in the stitching room between the local and the manufacturers?
3. Did these discharges, or either of them, result from those violations?
4. Did the Amalgamated Shoe Workers of America violate the contract with the Gregory & Read Company, a member of the Lynn Shoe Manufacturers' Association, by the conduct of their members involved in this particular case?
5. Shall the operators discharged be reinstated and take their work as called for and established in said Gregory & Read Company prior to this dispute; namely, do their own cementing, as the operators contend; or take the work cemented, as the manufacturers contend?
6. Shall the Gregory & Read Company reimburse the operators discharged for loss of employment due to their discharge; and if so, how much?

It appeared from the evidence submitted that these two pressers, together with others, were in the late summer and early fall of 1922 engaged in the work of pressing French-cord binding by hand, this work including cutting, cementing and pressing by hand, for which there was an established price. In October the company introduced the Peerless machine for pressing and later the French-cord work was taken away from the hand pressers and given to the machine operators. There was no question that due notice of this change was given by the company to the business agent.

Under date of September 19, 1922, through an agreement entered into by committees representing the manufacturers' association and the local acting for the pressers, a price was established for machine pressing on the Peerless machine. Late in the year 1922 a contention arose as to whether there was an established price for pressing French cord on the Peerless machine and this Board under date of January 2, 1923, rendered a decision in which it determined that there was no established price for this work.

Soon after the introduction of the Peerless machine the French-cord work was taken from the hand pressers and given to the machine pressers, resulting in the hand pressers having insufficient work to keep them steadily employed.

About July 11, 1923, by reason of the fact that the machine cementers were then producing more work than the machine pressers could care for, the superin-

tendent or foreman notified or requested the hand pressers to do this surplus pressing, the price being fixed by deducting from the price for hand pressing the machine price for cementing. This matter was also taken up with the steward, who was one of the pressers. Differences arose regarding this work and all the hand pressers, twelve or fourteen in number, at first declined to do the same. Finally, however, the hand pressers, except the two whose discharge is in question (one of whom was the steward) accepted and performed the work. As a result of the failure of these two pressers to do the work and, further, by reason of their alleged interference with the work of the other pressers, they were discharged on July 27.

It appeared that the question of the hand pressers' doing this work was taken before the executive board of Local No. 43 and the hand pressers were instructed not to perform the work. The determination of the issues presented calls for the consideration of the agreement existing between the parties and the working rules and conditions established thereunder and the following are the more important provisions thereof, which have been referred to by the parties. Article 6 of the so-called mayor's-board agreement, dated August 11, 1922, is as follows:

ARTICLE 6. The employer shall notify business agents of departments affected at once when putting in new work; namely, work of a kind not heretofore done or by process not heretofore used. The business agents of locals affected and secretaries of Lynn Shoe Manufacturers' Association shall at once endeavor to fix prices for such new work. Their inability to agree on any such price shall at the request of either party automatically cause the same to become a matter for adjustment and arbitration under the provisions of paragraph three of this agreement, without written notice, to be taken up at the next regular meeting of the board of adjustment. Pending adjustment or arbitration of any price for new work, the employer shall pay a price on account therefor. The difference between the price paid on account and the price agreed to, adjusted or arbitrated under this agreement, shall be paid or refunded as the case may be, dating from the time the new work was begun. The price paid on account shall not be used as evidence before the adjustment committee or the State Board of Conciliation and Arbitration and the acceptance of the same on account shall in no way be construed adversely to the employee. Pending the adjustment or settlement of any difference over new work, the work shall be done in any event.

The following are the rules and conditions referred to, being adopted May 28, 1923:

RULE 3. To insure an equal division of work, the "tag system" shall be used on all operations where there are two or more operators working.

(a) Each operator shall be entitled to a day's work before being passed. A day's work shall mean nine hours' work from time work is given out, not necessarily to be given out at any one time to any one operator.

RULE 4. An equal division of work shall be made during slack time. No operator to be passed.

RULE 8. If the operator has to wait for work one hour for any cause other than the breaking of any part of the machinery of the plant, one hour after said operator has reported to the one giving out the work or some one in authority, said operator shall go home and no more work shall be given out that day on that particular part or operation.

RULE 9. Courtesy and respect must be accorded to those in authority in this department and the employees must receive the same treatment.

The so-called Court House agreement, executed April 24, 1923, provided that the locals could have a steward in each department if they so desired.

The employees contend that the company violated Article 6 in not notifying the business agent of the change calling for the hand presser to do work which had been machine-cemented, which they contended was new work, and because the company fixed a price therefor without proceeding in the regular course as provided in this article; also that the company violated Rule 13 in attempting to compel the hand pressers to do work "other than their own," and that the discharge of the two pressers resulted therefrom. It is also contended that the company in not giving out the work as called for under Rules 3 and 4 violated what is known as the "tag system" and also violated the provisions of Rules 8 and 9.

The company contends that the employees violated the provisions of Article 6 in that they failed to carry out the last paragraph, under the requirements of which the "work shall be done in any event." The company further contends that there

was an established price for hand-pressing machine-cemented work, such a price being established in another factory under a price-bill signed by a former business agent, dated August 4, 1921, and also that, in calling upon the hand pressers to do this work, the pressers were not asked to do anything in violation of Rule 13, as it was not an "operation other than their own;" and the company also denies violation of any of the other rules.

The Board in reaching a determination of the issues presented has not found it necessary to decide whether the work of hand-pressing machine-cemented work was "new work" under the provisions of Article 6, or whether there was a price for this work established under the price-bill of August 4, 1921.

The Board answers the first question in the negative as it appears clear under the last provision of Article 6 that it was the duty of the pressers to do this work "in any event," and in this connection the Board calls attention to the fact that the parties themselves in adjusting the hundreds of items concerning which differences have arisen, including those involving prices, have, to some extent at least, accepted and adopted the steward as a means of receiving and giving notice thereof to the business agent; and while it is clear that the steward has no authority to fix prices, the Board certainly would not be justified under these circumstances in finding that the company violated the provisions of Article 6. Attention is also called to the fact that under the mayor's-board agreement no provision was made for recognition of a steward and it was only comparatively recently — that is, after the execution of the Court House agreement — that such recognition was agreed to.

The second question is also answered in the negative. The main contention of the employees is that the company in calling upon the hand pressers to do this work required them to do work on an operation "other than their own," which under this rule they can be required to do only if they "so desire," but the Board is unable to adopt so narrow a construction of this rule and to do so would, to some considerable extent at least, nullify the provisions of Article 6. The Board is, therefore, of the opinion that the work in question was not an "operation other than their own" within the meaning of this rule.

No evidence was presented which would justify a finding that the company violated the provisions of any of the other rules in contention.

The answer to the third question is also in the negative as the Board in answering the two previous questions has found that there were no violations on the part of the company.

The fourth question is answered in the affirmative. It would appear from the evidence that the two pressers were either influenced or controlled by vote of the executive board of Local No. 43, under which they were instructed not to do the work in question, and thereby violated the terms of the agreement, Article 6 providing that the work shall be done "in any event."

In answer to the fifth question the Board determines that neither of the two pressers shall be reinstated as the company was within its rights in discharging them.

In the light of the above determinations, the sixth question is answered in the negative.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 2, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (514)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$1.36 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for braiding quarter of one-strap shoe, pattern No. 145 x 12, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

RICE & HUTCHINS, INC. — MARLBOROUGH.

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and Goodyear stitchers.
(430)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Marlborough in the Curtis factory, for the work as there performed:

	Red- or Green-tag Grade.	Yellow- or Pink-tag Grade.
Goodyear stitching:		
Men's, ribbon stitch	\$0 30	\$0 285
Boys', ribbon stitch	26	26
Little gent's, ribbon stitch	23	23
Men's, white or rope stitch	30	285
Boys', white or rope stitch	26	26
Little gent's, white or rope stitch	23	23
Men's, fudge stitch	28	26
Boys', fudge stitch	24	24
Little gent's, fudge stitch	21	21

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and making-department employees. (431)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Marlborough in the Curtis factory, for the work as there performed:

Welting:		Per 12 Pairs.
Men's shoes:		
Pink- or yellow-tag grade, regular work		\$0 23
Red- or green-tag grade, regular work		24
Dry-foot welt		36
Boys' shoes; no change		19
Little gent's shoes		18
Samples		35
Beating welts; no change		03½
Laying soles		065
Nailing heelseats		04
Roughrounding:		
Stitched-aloft		1225
Channeled		1325
Little gent's, stitched-aloft		10
Little gent's, channeled		11
Leveling, automatic machine:		
Men's; no change		05½
Little gent's		05
Wheeling (first wheeling):		
Men's; no change		045
Little gent's		04
Trimming heelseats; no change		025
Heel-breasting:		
Regular work		04
Pedonnic heel		06
Heel-shaving, Ultima machine:		
Men's, regular heel		07
Boys', regular heel		0625
Men's or boys', rubber heel		08
Little gent's		055
Little gent's, half-rubber heel		065
Edgetrimming:		
Men's:		
Red- or green-tag grade		335
Yellow- or pink-tag grade		27
Boys':		
Red- or green-tag grade		245
Yellow- or pink-tag grade		23

Edgetrimming — *Con.*

Little gent's:	Per 12 Pairs.
Red- or green-tag grade	\$0 245
Yellow- or pink-tag grade	23
Square-toed lasts; no change, extra	0275
(Duke and Ski lasts not square-toed).	
Jointing:	
One side; no change	05
Two sides	065
Little gent's	045
First heel-scouring, two papers (No. 30, No. 90):	
Regular work	075
Rubber heel	075
Little gent's	075
Edgesetting:	
One setting	215
Two settings	32
Staining upper edge; no change, extra	02
Little gent's, two settings	25
Burnishing stitches, second wheeling:	
Men's; no change	04
Little gent's; no change	0225
Second heel-scouring or fining:	
Men's	0275
Little gent's	02
Burnishing heels (Expedite or new Boylston machine):	
Black, regular height or $\frac{1}{8}$ and $\frac{1}{4}$	07
Russet, regular height	07
Russet, $\frac{1}{8}$ and $\frac{1}{4}$; no change	07
Little gent's, black or russet	055

LEONARD & BARROWS — MIDDLEBOROUGH.

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturer of Middleborough, and lasters. (434)

The Board awards that the following prices shall be paid by Leonard & Barrows at Middleborough, for the work as there performed:

Operating No. 5 bed machine, men's shoes (Factory A):	Per 12 Pairs.
Black shoes	\$0 48
Cushion innersoles, extra	07
Leather boxes, extra	07
Pulling-over; no change	1808
Assembling:	
Regular work	16
Cushion innersoles, extra	035
Operating No. 5 bed machine, boys' shoes (Factory B):	
Black shoes	432
Leather boxes, extra	063

By agreement of the parties this decision shall take effect as of July 23, 1923.

RICE & HUTCHINS, INC. — MARLBOROUGH.

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and vampsers. (432)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Marlborough in the Curtis factory, for the work as there performed:

Vamping (single-needle machine):	Per 12 Pairs.
Bal. or button:	
Perforated or space	\$0 45
Style No. 142	46
Style No. 42	50
Style No. 299, perforated or spread	47
Regular circular vamp	34

Vamping (single-needle machine) — <i>Con.</i>		Per 12 Pairs.
Style No. 302		\$0 40
Style No. 310		40
Style No. 320		37
Style No. 272		35
Style No. 327		40
Style No. 330		35
Style No. 220, boys' shoes		34
Style No. 308, little gent's shoes		35
Blucher, two rows spread:		
Including brace		355
No brace		30
Arch support		34
Including brace, bellows tongue		44
Oxford, no brace		30
Little gent's, including brace		34

NATIONAL SHOE COMPANY — LYNN.

OCTOBER 9, 1923.

In the matter of the joint applications for arbitration of a controversy between the National Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (470, 471)

The Board awards that the following prices shall be paid by the National Shoe Company at Lynn, for the work as there performed:

Pump stitching:		Extra Per 36 Pairs.
Pattern No. 534, cross strap		\$0 36
Pattern No. 535; Sally, two-button one-strap		18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

OCTOBER 9, 1923.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vamps. (460)

The Board awards that \$0.95 per 24 pairs shall be paid by Thompson Brothers Shoe Company at Brockton for vamping bluchers, pattern No. 436 (one-needle machine, two space rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 11, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (515)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Stitching long foxing, including points, pattern No. 45762:		Per 36 Pairs.
Single-needle machine		\$0 90
Two-needle machine		96

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DIAMOND SHOE COMPANY — BROCKTON.

OCTOBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and tack-pullers. (516)

The Board awards that \$0.11 per 24 pairs shall be paid by the Diamond Shoe Company at Brockton for tack-pulling by machine before welting, as the work is there performed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

OCTOBER 25, 1923.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and tack-pullers. (517, 518)

The Board awards that \$0.11 per 24 pairs shall be paid by the W. L. Douglas Shoe Company at Brockton for tack-pulling by machine before welting, in Factories Nos. 1, 2 and 3, as the work is there performed.

COTTER SHOE COMPANY — LYNN.

OCTOBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company, member of the Lynn Shoe Manufacturers' Association, and vampsers. (521)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Cotter Shoe Company at Lynn, for the work as there performed:

Vamping, pattern No. 23215:										Per 36 Pairs.
Fronts	.	.	.	.	.	.	.	.	.	\$1 83
Backs	.	.	.	.	.	.	.	.	.	1 12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (522)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$2.25 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for pump stitching, pattern No. 12383, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. S. MARSHALL COMPANY — BROCKTON.

NOVEMBER 8, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and finishers. (506)

The Board awards that \$24 per week shall be paid by C. S. Marshall Company at Brockton for cleaning soles, as the work is there performed.

MacLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

NOVEMBER 8, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (473)

The Board awards, in the factory of MacLaughlin-Conway Shoe Company at Lynn, relative to vamping the Trixie one-strap pump, no extra for putting the quarter between the vamp and the lining or the vamp between the quarter and the lining except where a cut-out condition exists and said cut-outs are five-sixteenths of an inch or less from the vamp line and stitched down.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LYNN SHOE MANUFACTURERS' ASSOCIATION, INC., MEMBERS — LYNN.

NOVEMBER 27, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and levelers. (523)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed:

Leveling imitation-turned shoes on double-roll machine:	Per 12 Pairs.
Regular work	\$0 10
Circular ball or moulded shanks; extra	07
Hammering from ball to ball, including toes and butts; extra	15

By agreement of the parties this decision shall take effect as of September 4, 1923.

REMOVAL OF VETERANS, ETC.

MARCH 2, 1923.

In the matter of the abolition of the position of a fireman and the positions of three helpers held by veterans employed by the Commonwealth under the Superintendent of Buildings at the State House.

This matter comes before the Board by reason of Section 26 of Chapter 31 of the General Laws, under the provisions of which these positions can be abolished only after a hearing and upon a written order by this Board.

After due notice, as required by law, hearings were held thereon at the office of the Board on February 8 and 13, 1923, at which the veterans were represented by counsel. At the hearings evidence was offered by the Superintendent of Buildings, the chief engineer, the Commissioner of Administration and Finance and by the veterans. From the evidence it appeared that the abolition of the positions in question arose by reason of the installation of an oil-burning system in the State House. It was admitted by all the parties at the hearings that by the installation of this system a smaller number of employees would be required.

It further appeared that the Superintendent of Buildings had given notice to eight employees that their positions would be abolished and their services no longer required after a date therein specified. These eight men were rated as follows: one oiler, three firemen and four helpers. Of these, one fireman, George W. Herman, and three helpers, Robert W. Armstrong, George D. Beauchemin and Richard H. Phillips, were veterans.

From the evidence it appeared that George W. Herman entered the employ of the Commonwealth under the Superintendent of Buildings as a helper on January 2, 1917; that on April 1 of the same year he was promoted to the position of fireman, which position he now holds, having a fireman's license only. Of the six firemen employed, it appeared that the positions of three became unnecessary. The three firemen who were retained each held an engineer's license and the Super-

intendent of Buildings testified that for his own protection and that of the plant he deemed it advisable to retain firemen who held engineers' licenses. From all the evidence the Board is of opinion that by reason of the installation of the oil-burning system the position of fireman held by George W. Herman is abolished after March 3, 1923, and so orders.

At the time of the hearings it appeared that there were seven employees rated as helpers, some of whom were engaged a part or a greater portion of their time in the boiler room, handling coal and ashes and doing other work, and others were engaged elsewhere in the State House. Of these, Richard H. Phillips entered the employ of the Commonwealth under the Superintendent of Buildings as a helper on May 4, 1920. From the evidence it appeared that his duties were chiefly confined to the boiler room, involving handling coal and ashes. From all the evidence the Board is of opinion that by reason of the installation of the oil-burning system the position of helper held by Richard H. Phillips is abolished after March 3, 1923, and so orders.

As to the other two helpers, it appeared that Robert W. Armstrong entered the employ of the Commonwealth under the Superintendent of Buildings as a helper under date of July 14, 1920, and with the exception of a week and a half he was engaged during the past year outside of the boiler room as a steamfitter's helper. From the testimony of the Superintendent of Buildings and of the chief engineer, the installation of an oil-burning system would not lessen such work as was performed during the past year by the said Armstrong, but would be more likely to increase it. The Board, upon all the evidence, is of opinion that the position held by Robert W. Armstrong is not abolished.

It further appeared that George D. Beauchemin, who is now rated as a helper, entered the service of the Commonwealth under the Superintendent of Buildings as an assistant electrician on March 22, 1921, and holds an electrician's license; that during the past year more than half of his time was occupied in doing work as an assistant electrician. The Superintendent of Buildings testified that during the coming year in his opinion the electrical work would in no wise be lessened. The Board upon all the evidence is of opinion that the position held by George D. Beauchemin is not abolished.

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